The Multiple Option Recruiting Experiment

Gus W. Haggstrom, Thomas J. Blaschke,
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Analyzes an experiment, begun in January 1979, to test the effectiveness of new enlistment incentives aimed primarily at high-quality males for hard-to-fill occupational specialties. The incentives included a two-year enlistment option, enhanced postservice educational benefits, and an "IRR option" permitting recruits to choose between reserve and active duty after completing initial training. The enlistment responses to the options were disappointing; none of the options elicited a sizable response. Only the IRR option showed promise as an incentive for combat arms enlistees. An examination of the policy issues associated with the incentives suggests that shorter-term enlistments and educational benefits may even be detrimental to the services in the long run because they lead to lower retention at the end of the first term of service. (See also R-1450, R-1569, N-1510.) pp. Ref. (WH)

PREFACE

In early 1979, the military services began the Multiple Option Recruiting Experiment (MORE) to test the attractiveness of new enlistment options in the Army, Navy, and Marine Corps. The incentives under test included a two-year enlistment option, increased postservice educational benefits, and an option that permitted recruits to choose reserve duty in lieu of active military service after completing initial training.

This report analyzes the services' experience with the new incentives during the first year of the experiment. The report also addresses some of the policy issues associated with offering shorter terms of enlistment and expanded postservice educational benefits as recruiting incentives.

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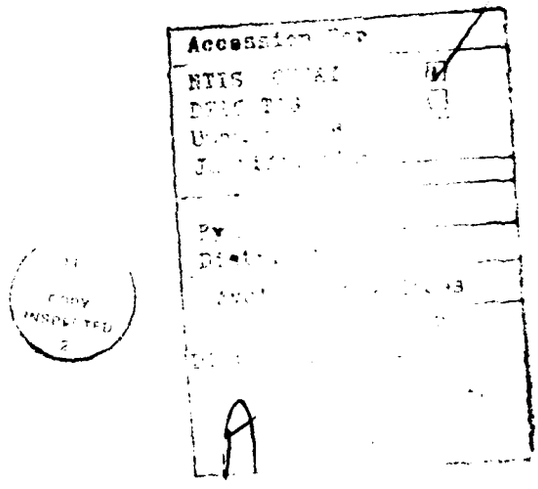

SUMMARY

The Multiple Option Recruiting Experiment (MORE), begun on January 1, 1979, was conducted to test the attractiveness of new enlistment incentives in the Army, Navy, and Marine Corps. Among the incentives tested were a two-year term of enlistment, expanded postservice educational benefits, and an option permitting recruits to choose reserve duty in lieu of active military service after completing initial training.

The experiment was conducted by offering different combinations of the options in different areas of the country. For the most part, the options were restricted to "high-quality" enlistees: high school graduates who scored at or above the 50th percentile on the Armed Forces Qualification Test. The options were also primarily restricted to enlistees in hard-to-fill occupational specialties.

This report analyzes the results of the first year of the test. Two incentives were of primary interest: the two-year enlistment option, and "VEAP kickers"—lump sum payments to enlistees' accumulations under the Veterans' Educational Assistance Program (VEAP), the military's current educational benefits plan. The Army offered VEAP kickers amounting to $1000 for each year of enlistment obligation. Later, the VEAP kickers were increased by $2000 in one of the test areas. The Navy also tested VEAP kickers, offering $2000 for a two-year enlistment in certain occupational specialties and $4000 for four-year enlistments. The Marine Corps did not test the VEAP option.

All three services tested the two-year option as an enlistment incentive for high-quality enlistees. The Army restricted the two-year and VEAP kicker options to enlistees in hard-to-fill occupational specialties, many of which are combat arms specialties that are closed to women. The Navy options were also restricted to ratings (occupational categories) that attract few women. Hence, this study concentrates on the enlistment responses among high-quality males.

The results were disappointing; none of the options yielded a sizable enlistment response. In particular, the two-year option yielded no discernible increase in the number of high-quality male enlistments in the Army, where it was most widely tested. In the Navy, the two-year option elicited no apparent response when it was offered in conjunction with specific occupational assignments, and it elicited only a modest response when it was open to all General Detail apprenticeship programs. The highest estimated response to the two-year option was in the Marine Corps, which did not restrict the option to particular occupational choices; but the Marine Corps experiment was a very small-scale test that did not provide an accurate assessment of the response.

The VEAP kickers did little better. In the Army, estimates of the enlistment response to the VEAP kicker among high-quality males range from only 4 to 8 percent. With this level of response, the VEAP kicker might even prove detrimental to the Army in the long run by reducing retention at the end of the first term of service.

The only option under test that seemed to offer some promise as a recruiting incentive for combat arms enlistees was the "IRR Option." Instead of having to make a long-term commitment at the outset, this option allows Army enlistees to choose between active service and reserve duty after they complete initial training—about four months. This option had no effect upon high-quality enlistments, but it may merit further testing as a means to attract lower-quality males into combat arms or the reserves.

Although the MORE options had little effect on recruiting, the experiment itself was a success because it produced some valuable information. Most notably, it refuted the hypothesis that a shorter term of enlistment would attract large numbers of high-quality recruits into hard-to-fill occupational specialties. The finding that the MORE options elicited either a negligible response or no discernible response whatever reaffirms the value of conducting controlled experiments to test questionable recruitment strategies before they are implemented. The results showing negative responses to the restrictions placed on some options, and small positive responses associated with enhanced educational benefits and the IRR option, will be useful in planning other experiments and in estimating the potential benefits of similar incentives. In summary, MORE has provided valuable information for devising future recruitment strategies, even though it failed to pinpoint a single enlistment incentive that shows great promise.

ACKNOWLEDGMENTS

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CONTENTS

I. INTRODUCTION

In July 1978, Congress asked the Secretary of Defense to test the attractiveness of two-year enlistments and increased postservice educational benefits as recruiting incentives for the combat-arms skills in the Army and the seagoing engineering ratings in the Navy. An experiment to test these options and other enlistment incentives was designed in late 1978 by the Office of the Secretary of Defense in consultation with representatives from the services and The Rand Corporation.

At the time of Congress's request, the military services were having great difficulty meeting their recruiting goals, especially the Army. In the second quarter of 1978, there were only 24,000 nonprior service (NPS) enlistments in the Army, down from 38,000 during the same quarter of 1977. The Army was also concerned about the "quality" of enlistees as measured by their educational attainment and mental test scores.

In early 1979, the military services began the Multiple Option Recruiting Experiment (MORE) to test the attractiveness of the new enlistment incentives. In addition to the two-year enlistment option and increased educational benefits, the Army tested an option permitting recruits to choose reserve duty in lieu of active military service after completing training. The Navy elected to test combinations of the two-year enlistment option and expanded educational benefits in conjunction with guarantees of in-service training. The Marine Corps chose to test only the two-year option.

The three services began their tests at different times and made a number of later design changes. The Army test began on January 1, was substantially modified on December 4, 1979, and was still under way at the time this report was written. The Navy test began on March 1, 1979, and ran for one year, as did the Marine Corps test, which began on April 15, 1979.

In June 1979, The Rand Corporation contracted to analyze MORE by assessing the enlistment responses to the options and examining the feasibility of adopting one or more of the options as part of an overall recruitment strategy for the military services. This report evaluates the services' experience with the options through December 1979. It also considers some policy implications of the options, supplementing a previous Rand study by Richard Fernandez (1980), who considered the policy issues associated with offering postservice educational benefits as enlistment incentives.

The main purposes of the MORE options were to stimulate recruiting and attract higher-quality personnel. For the most part, the MORE options were restricted to "high-quality" recruits in certain hard-to-fill occupational specialties. Here "high-quality" refers to high school graduates who score 50 or above on the Armed Forces Qualification Test. Since the options were restricted to occupational specialties that normally attract few female enlistees, the analysis is confined to the male enlistment responses.

The services have put forth a number of reasons for testing the enlistment options, to see if they might:

- Attract potential recruits previously deterred by longer terms of service.
- Attract higher-quality personnel.
- Redistribute occupational choices into hard-to-fill occupational specialties.
- Stimulate recruiting for European assignments in the Army.

- Increase the flow of personnel into the reserves.
- Increase traffic into the recruiting stations.

The MORE incentives have multiple purposes, then, but the main purpose is to attract recruits from a market that is underrepresented in the Army: young high school graduates with better than average mental ability. It was hoped that many young men with these characteristics would find military service more attractive if shorter enlistment tours and higher educational benefits were offered.

The services strive to attract high-quality recruits, mainly because they are much more likely to complete training, and they have considerably lower attrition rates during the first term of service (see Sec. VII). It is also believed that high-quality recruits are more productive, provide better leaders, cause fewer disciplinary problems, and contribute more to unit performance and morale.

While the MORE options were primarily designed to attract high-quality enlistments, it was believed that the options might also stimulate the recruitment of "lower-quality" enlistees (i.e., those who are not high-quality). The Navy, hoping to attract more General Detail recruits, opened the two-year option to lower-quality recruits in one of their test areas. The Army's "IRR Option," described in the next section, was open to those who could satisfy the Army Reserve's enlistment qualifications, which are slightly lower than those for the Regular Army. Finally, it was conjectured that, by advertising the options for high-quality enlistees, there would be some carry-over effect on the recruitment of lower-quality personnel.

II. THE EXPERIMENTAL DESIGN

THE ARMY TEST

In the Army part of the experiment, various combinations of the enlistment incentives were offered in different test areas. Table 2.1 summarizes the experimental design for the Army test, which was prepared under the direction of OASD(MRA&L). Three options were tested: the two-year enlistment option, enhanced educational benefits ("VEAP kickers"), and the "IRR option."

In some test areas, the two-year option and VEAP kicker were restricted to recruits agreeing to an initial assignment in Europe, thereby affording a test of whether constraining the recruits' location choices would stimulate European enlistments without seriously affecting the overall enlistment response.

Table 2.1

ARMY TEST DESIGN

	Two-year option	*No two-year option*
VEAP kicker (2, 3, or 4 years)	Area 1 (Europe only) Area 2	Area 3 (Europe only) Area 4
VEAP kicker (3 or 4 years only)	Area 5 (Europe only)	
No VEAP kicker		Area 6

NOTES: Area 7 offered the same options as Area 1 from January 1, 1979 to March 31, 1979, and began offering the IRR option on April 1, 1979.

Area 1A (part of Area 1) offered the super VEAP kicker beginning June 1, 1979.

The Two-Year Enlistment Option

The two-year enlistment option was offered only to high-quality recruits in certain military occupational specialties (MOSs). The eligible MOSs, primarily combat arms, are listed in App. A, Table A.1.

Enhanced Educational Benefits ("VEAP Kickers")

The Veterans' Educational Assistance Program (VEAP) is the military's current postservice educational benefits plan. It helps the enlistee to build an educational fund by providing government contributions of two dollars for each dollar contributed by the enlistee. To par-

ticipate, the enlistee must save $50 to $75 per month for at least twelve months, and he can save up to a maximum of $2700, in which case the government contribution would be $5400. The money can be used only as part of a Veterans Administration approved educational program upon leaving the service. The "VEAP kicker" option allows the services to add lump sum amounts to the VEAP funds for high-quality enlistees in certain occupational specialties. (For a list of eligible specialties, see App. A, Table A.2.) Initially, the VEAP kicker was $1000 for each year of service obligation up to four years. On June 1, 1979, the Army began testing the "super VEAP kicker" in some areas, which was $2000 above the regular VEAP kicker.

The "IRR Option"

The IRR option offered the enlistee a choice between active and reserve duty after initial training, thereby permitting the recruit to defer making a long-term commitment to the Army until he had completed approximately four months of service. Restricted to enlistees in combat arms skills, the option afforded the recruit three choices after training: stay in the Army; join a unit of the Selected Reserve; enter the Individual Ready Reserve (IRR). Under the first two choices, he would sign a regular enlistment contract after training. Those choosing the IRR were obligated for six years, with refresher training at two-year intervals. Unlike the other Army options, this option was not restricted to high-quality enlistees. In fact, the enlistment standards were those for Army reservists, which were somewhat less restrictive than those for the Regular Army.[1]

Test Areas

In evaluating the enlistment responses to the options, the primary units of analysis are the geographic areas served by the Armed Forces Entrance Examination Stations (AFEES). The Army test areas consist of groups of AFEES chosen in such a way that (a) each test area would contain a number of geographically dispersed AFEES, and (b) the test areas would be relatively well balanced in terms of preexperimental recruiting performances.

The assignment of AFEES to test areas is specified in App. B. With one exception—the AFEES at Portland, Oregon—each AFEES was assigned to only one test area. For the purposes of this report, Portland will be considered to belong to Test Area 1A, but it also offered the IRR option, which would put it in Test Area 7. The reasons for ignoring the possible contributions of the IRR option to Portland's recruiting performance will become clear later.

Figure 2.1 depicts the test areas that offered the two-year option; these areas accounted for 68 percent of all Army NPS enlistments in 1978. Figure 2.2 depicts the other test areas. None of the options were offered in Area 6, which served as a control group for the test. Initially, there were seven test areas, but Area 1 was subdivided into two areas (1A and 1B) on June 1, 1979, when the AFEES in Area 1A were permitted to begin offering the super VEAP kicker. Area 7 offered the IRR option beginning April 1. Before that date, the AFEES in that test area were permitted to offer the same incentive package as that of Area 1B. The relative sizes of the test areas in terms of percentages of NPS enlistments in 1978 were as follows[2]:

[1]The reserves, unlike the Regular Army, can enlist 17-year-old high school graduates in Mental Categories I-IIIa, as well as nongraduates of age 18 and above in Mental Category IV.

[2]The percentages cited are based on enlistment counts for AFEES in the continental United States given in Table

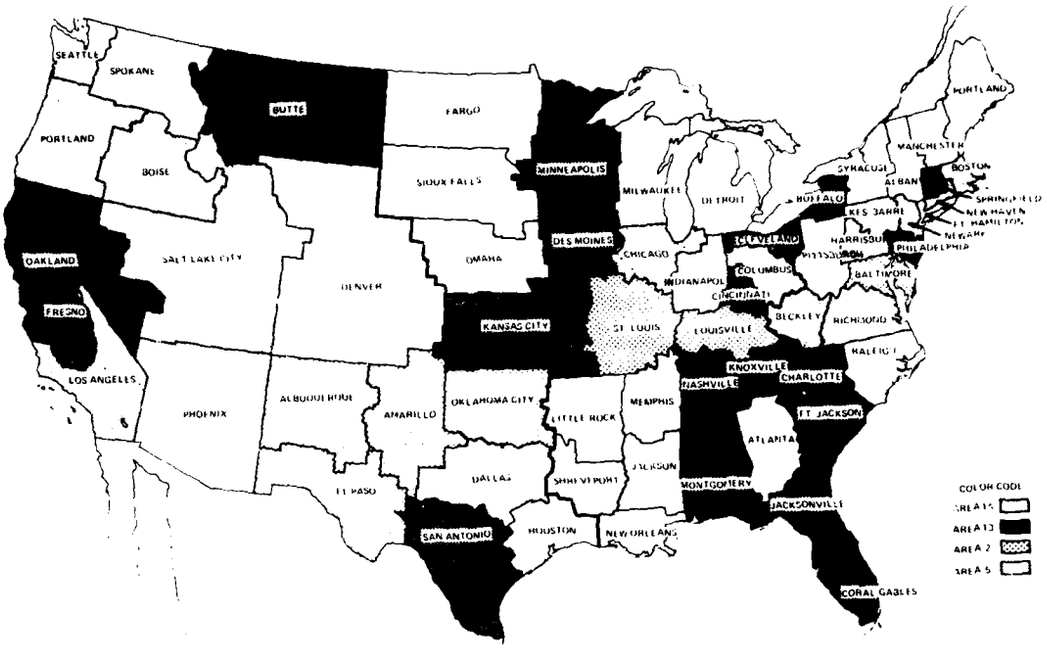

Fig. 2.1—Army test areas offering two-year enlistments

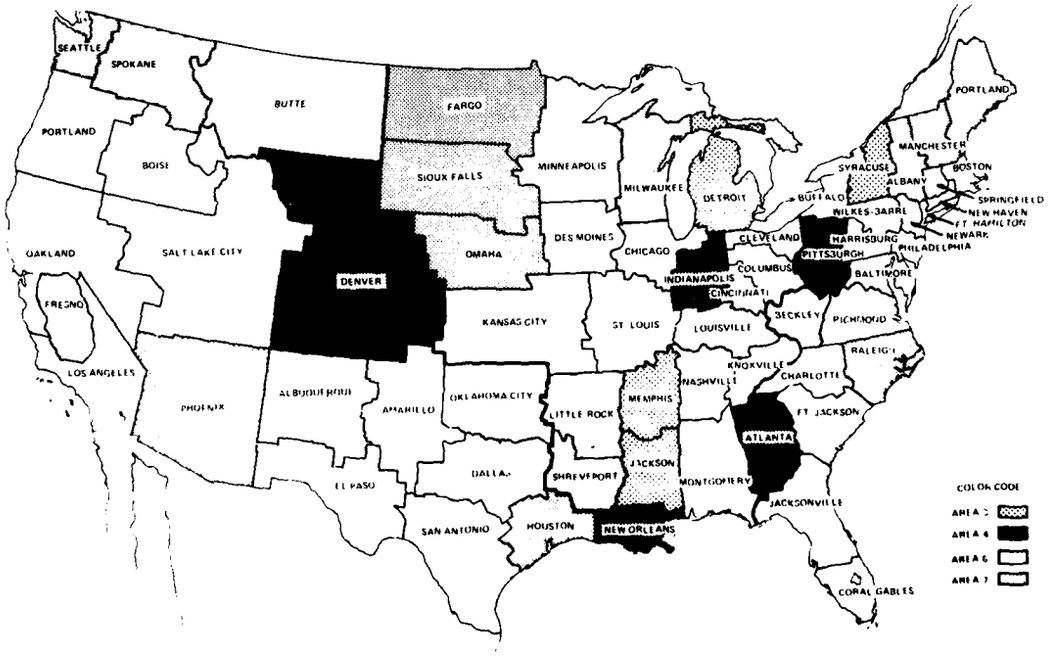

Fig. 2.2—Other Army test areas

Area	%
1A	18.7
1B	34.4
2	9.8
3	8.3
4	8.9
5	7.7
6	6.9
7	5.3

Table 2.2 shows the levels of the VEAP kickers by test area and term of enlistment. The table also shows how an enlistee in Area 1A could build up an educational fund of $13,100 in three years of service. In other test areas, the maximum accumulations were $11,100 for three-year enlistments and $9400 for two-year enlistments.

Table 2.2

AMOUNTS OF VEAP KICKER BY TEST AREA
(In $)

Term of Enlistment	Test Area 1	1A	2	3	4	5	6	7
2 years	2000	4000	2000	N/A	N/A	0	N/A	N/A
3 years	3000	5000	3000	3000	3000	3000	0	0
4 years	4000	6000	4000	4000	4000	4000	0	0

Maximum VEAP accumulation for 3-year enlistment:	
Individual contributions ($75/mo for 36 mo) ..	$2700
Government contribution (matching 2 for 1) ...	5400
Super VEAP kicker	5000
Total	$13,100

A further incentive for Army recruits during this period was the combat-arms enlistment bonus of $3000 for four-year enlistments. Including this $3000 as part of the incentive package for a four-year enlistee in Area 1A brings the maximum accumulation to $17,100, broken down as follows: Individual savings ($75 per month for 36 months), $2700; government contribution, $5400; VEAP kicker, $6000; enlistment bonus, $3000. The corresponding maximum in Areas 1B, 2, 3, 4, and 5 was $15,100.

On December 4, 1979, the Army substantially modified the experiment. On that date, Army recruiters began offering VEAP kickers of $4000 and $6000 for three- and four-year enlistments throughout the nation. Also, they were permitted to offer the two-year option (with a VEAP kicker of $2000) in all test areas except Area 6. As before, the options were restricted to high-quality enlistees in certain occupational specialties, primarily combat

C.1, App. C. The two-year option was also offered in Alaska, Hawaii, Guam, and Puerto Rico, but these states and outlying areas were omitted in our analysis because we did not have complete data for them.

arms, but the European restriction was lifted. Because the second phase of the Army test had hardly begun by the end of the year, this report concentrates on the Army's experiences with the options during the first eleven months of 1979.

THE NAVY TEST

Table 2.3 summarizes the experimental design for the Navy test, which began March 1, 1979. Like the Army, the Navy offered combinations of the options in different areas of the country. Also, the options were primarily intended to attract high-quality enlistees into hard-to-fill ratings. With the exception of Test Area D, the options were open only to high-quality enlistees.

Table 2.3

NAVY TEST DESIGN

	"A" School Incentive		
	Immediate Assignment	Upon Reenlistment	No Guarantee
Two-year option with VEAP kicker ($2000)	Area A	Area B	
Two-year option without VEAP kicker		Area C	Area D
VEAP kicker ($4000) for 4-year enlistment			Area F
Control group			Area E

As in the Army test, the Navy test areas consisted of geographically dispersed AFEES that were chosen so that the test areas would be well balanced in terms of preexperimental recruiting performances. Figure 2.3 depicts the assignment of AFEES to test areas. As is clear from this figure, the Navy chose to test their options on a much smaller scale than the Army. The control group for the Navy test, Test Area E, accounted for 71 percent of the Navy's recruits in 1978. The largest experimental test area, Area D, accounted for 9 percent, and the next largest, Area C, accounted for only 6 percent.

Besides testing the enlistment response to a shorter term of enlistment and different levels of the VEAP kicker, the Navy also tested whether guaranteed Class "A" school assignments would be effective enlistment or reenlistment incentives. In Test Area A, high-quality enlistees were offered immediate school assignments for the Marine Engineering rating. In Areas B and C, two-year recruits were enlisted into Navy apprenticeship programs with guaranteed "A" school training serving as a reenlistment incentive after two years of service.

The Navy discontinued the $4000 VEAP kicker for four-year enlistments in Area F on June 15, when the goal of 500 enlistments under that program was reached. Thus, Area F offered an enlistment incentive for only three and a half months of the experiment.

Fig. 2.3—Navy test areas

THE MARINE CORPS TEST

The Marine Corps test design, depicted in Fig. 2.4, consisted of offering the two-year option in only two AFEES—Richmond, Virginia, and Dallas, Texas. Originally, the Marine Corps had also intended to test the VEAP kicker, but funds to cover the costs of offering that incentive were not available.

The test of the two-year option did not begin until April 15. Like the Army, the Marine Corps restricted the two-year option to high-quality enlistees, but put no restrictions on the occupational choices of the two-year enlistees. Hence, the Marine Corps test, unlike the Army and Navy tests, provided an assessment of the attractiveness of the two-year option free of occupational restrictions.

Unfortunately, offering the option in only two AFEES may not have provided a reliable estimate of the enlistment response to the option. These two AFEES accounted for only 3.6 percent of the NPS enlistments in the Marine Corps in 1978.

Fig. 2.4—Marine Corps test area

III. DATA AND METHODOLOGY

THE EXPERIMENTAL DATA

The enlistment responses to the MORE options are measured in this report by analyzing changes in the services' recruiting performances over time, across AFEES, and across test areas. The primary units of analysis are the AFEES listed in App. B. Using data tapes provided by the Defense Manpower Data Center (DMDC), we derived monthly counts of enlistment contracts for each AFEES by service, sex, mental category, and educational attainment for each month from January 1978 through December 1979. Appendix C lists the counts that are relevant to this study.

The assessment of the enlistment responses also considers differences across AFEES in economic factors that may impinge upon recruiting performance. Appendix D provides monthly estimates of unemployment rates and wage rates for each AFEES in 1978 and 1979. These estimates were derived from state unemployment and wage rates published monthly by the Bureau of Labor Statistics in *Employment and Earnings*. These state figures are also reported in App. D. The unemployment and wage rates for individual AFEES were estimated using a weighted average of the corresponding rates for the states that are served by that AFEES. The weights were chosen to be proportional to the numbers of NPS enlistments (in all four services) from the states served by the AFEES during the fourth quarter of 1978, the quarter before *MORE* began.

The study also incorporates data on recruiter manning levels and, in the Navy, expenditures for local advertising. The monthly data on recruiters and advertising are given in App. E. The Navy data were provided by Commander P. K. Van Winkle, Director of the Research and Analysis Division, Navy Recruiting Command. The Marine Corps data were supplied by Lt. Col. S. B. Grimes, Personnel Procurement Division, U.S. Marine Corps. The Army data on recruiters are estimates derived from data supplied by Ronald Liveris, U.S. Army Recruiting Command (USAREC). The USAREC data provided counts of recruiters by District Recruiting Command (DRC), the boundaries of which often cross AFEES boundaries. Our procedures for estimating numbers of recruiters for each AFEES depend on estimates of the proportion of recruiters in each DRC who recruit in different AFEES areas lying within the same DRC. Although the estimates may not be completely accurate, the aggregate totals for entire test areas should be sufficiently reliable for the purposes of this report.

MEASURING THE ENLISTMENT RESPONSE

To explain the methodology, we initially assume that the imbalances across AFEES and test areas in economic factors and recruiting can be ignored. We also assume that AFEES within the same test area will have the same enlistment response to a particular incentive package and that this enlistment response is constant over time.

To illustrate, suppose a hypothetical test area offering Option Z averages 2200 recruits during the experimental period as compared with 2000 recruits during the same period in 1978, a nominal increase of 10 percent. This increase does not allow for changes in recruiting performances associated with changes in economic conditions, international events, changes

in military policies, attitudes toward military service, factors affecting educational patterns, weather conditions, and so forth.

To allow for the effects of these other factors, we rely upon the performance of the control group. Suppose that the control group showed a 5-percent decrease in recruiting performance over the same period—say, from 1000 recruits per month in 1978 to only 950 in 1979. Since the ratio of the relative recruiting performances is 1.10/0.95 = 1.16, an estimate of the response to Option Z is 16 percent. This figure will be referred to as the "relative increase" in recruiting performance. It is the percentage by which the experimental recruiting performance (2200 recruits per month) exceeds the predicted performance (2000 × 0.95 = 1900 recruits per month) based upon the performance of the control test area during the same period. See App. F for a statistical treatment justifying the use of the relative increases as estimates of the average effects of the incentive packages. Standard errors of estimates of this form are readily computed under the assumption that the number of enlistments in any AFEES (or test area) during a particular time interval has a Poisson distribution. See App. G.

An implicit assumption associated with using the relative increase in recruiting performance as an estimate of enlistment response is that the control group's recruiting performance correctly reflects the intertemporal effects and is unaffected by offering the enlistment incentives in the other test areas. This is a crucial assumption in our analysis. The assumption would be violated if, for example, enlistees who would otherwise enlist in the control group test area should migrate to an experimental test area to take advantage of the enlistment options. Also, the relative increases in the recruiting performances of the experimental test areas would provide distorted estimates of the option effects if recruiters in the control test area did not perform up to par for reasons associated with offering the option elsewhere.

The relative increases in recruiting performances are reported throughout this study in comparing the overall performances of the test areas in the three services. To allow for imbalances across test areas in economic factors and measures of recruiting effort, the report also provides a more detailed analysis using multiple regression techniques tailored to the type of data available. Those techniques are based on a statistical procedure explained in App. F. That procedure corrects the raw estimates of the enlistment responses for changes in unemployment rates, wage rates, and measures of recruiting effort, as well as for secular effects of undetermined origin.

IV. RESULTS OF THE ARMY TEST

TEST AREA COMPARISONS

The MORE options in the Army test were primarily designed to attract high-quality recruits into combat arms and other hard-to-fill occupational specialties. Since many of these specialties are restricted to males, our analysis concentrates mainly on the male enlistment response. We also confine our attention to the first eleven months of 1979. The experiment was substantially changed on December 4, 1979, and the second phase of the test will require a different type of analysis from that presented here.

To assess the changes in recruiting performance across test areas resulting from the MORE options, we begin by comparing numbers of high-quality male enlistments during January-November 1979 with the corresponding counts during 1978. The enlistment counts in Table 4.1 are derived from the counts for individual AFEES given in App. C. Although AFEES outside the contiguous 48 states were permitted to offer some of the MORE options, we have omitted those AFEES from our analysis because we did not have complete data for them.

Table 4.1 reveals that none of the test areas recruited substantially more high-quality males in 1979 than they did in 1978. However, all of the experimental test areas outperformed the control group (Test Area 6) in terms of year-to-year percentage increases in high-quality male enlistments (see the last column of Table 4.1). For example, Test Area 1A, offering the two-year option and super VEAP kickers for European assignments, outperformed the control group by only 2.0 percent. The standard error of 4.8 associated with this measure indicates that, because of inherent randomness in the enlistment process, one should treat the relative increase as being subject to considerable error, say, 2.0 plus or minus 9.6 (two standard errors). The calculation of the standard errors is discussed in App. G.

Although there are slight imbalances across test areas that will be accounted for in a more detailed analysis, the fact that none of the relative increases exceeds two standard errors suggests that there are no statistically significant differences; i.e., the observed differences in the experimental test area performances from that of the control group may be entirely attributable to randomness. On the other hand, the fact that all the experimental test areas outperformed the control group suggests that the MORE options have enhanced the recruitment of high-quality males by a small margin.

The relatively high performance of Area 7 during the experimental period should be viewed with skepticism. Since this is a very small test area consisting of three AFEES in northern Grain Belt states (Fargo, Sioux Falls, and Omaha) and two in the South (Houston and Raleigh), it is more likely to be affected by changes in local recruiting conditions. In particular, Fargo, Sioux Falls, and Omaha are all in the same District Recruiting Command, and the higher performance of these AFEES may result from the administrative efforts of a single DRC commander.

There are other reasons for downplaying the performance of Area 7. During the first three months of the experiment, it offered the two-year option and VEAP kickers linked to European assignments. From April to September, it offered only the IRR option. Since recruits under the IRR option are enlisted in the U.S. Army Reserve instead of the Regular Army, the numbers of recruits enlisted under this option are not included in our counts of

Table 4.1

NUMBER OF HIGH-QUALITY MALE ENLISTMENTS IN THE ARMY BY TEST AREA, JANUARY-NOVEMBER, 1978 AND 1979

Test area	Incentive package[a]	High-quality male NPS enlistments Jan.-Nov. 1978	Jan.-Nov. 1979	Year-to-year gains in recruiting (with standard errors in parentheses) Percent increase		Relative increase[b]	
1A	2, VK2, VK3, SVK, EUR	3580	3500	-2.2	(2.4)	2.0	(4.8)
1B	2, VK2, VK3, EUR	5731	5784	0.9	(1.9)	5.3	(4.6)
2	2, VK2, VK3	1959	1985	1.3	(3.2)	5.7	(5.2)
3	VK3, EUR	1388	1383	-0.4	(3.8)	4.0	(5.6)
4	VK3	1371	1447	5.5	(3.8)	10.1	(5.6)
5	2, VK3, EUR	1411	1379	-2.3	(3.8)	2.0	(5.6)
6		1174	1125	-4.2	(4.2)	---	---
7	IRR	751	807	7.5	(5.1)	12.1	(6.6)
	Total	17365	17410	0.3	(1.1)		

[a]Incentive package codes:

2 - Two-year enlistment option.

VK2 - VEAP kicker of $2000 for two-year enlistments.

VK3 - VEAP kickers of $3000 and $4000 for three- and four-year enlistments.

SVK - Super VEAP kickers of $4000, $5000, and $6000 for two-, three-, and four-year enlistments beginning 6/1/79.

EUR - Options restricted to European assignments.

IRR - Same options as Test Area #1B from 1/1/79 to 3/31/79. IRR option beginning 4/1/79.

[b]Percentage by which the year-to-year ratio of recruiting performances exceeded the corresponding ratio for the control group.

enlistments in Table 4.1. While it may be argued that many Regular Army recruits were initially attracted into the AFEES by the IRR option, it will be shown later, using an alternative data source, that the IRR option had a very limited response among high-quality males.

THE TWO-YEAR OPTION

The enlistment response of high-quality males to the two-year option can be estimated by comparing the recruiting performances of test areas that offered the option with comparable areas that did not. In drawing inferences from these comparisons, one must keep two points in mind. First, the two-year option is offered only to enlistees in certain military occupational specialties. Although the list is long (see App. A), it consists primarily of combat arms and other hard-to-fill specialties, and this may dampen the effect of the option. Second, the two-year option was offered only in test areas that also offered the VEAP kicker for three- and four-year enlistments. Thus, the effects of the two-year option can be assessed only as increments to the enlistment response to the VEAP kickers.

Table 4.1 above gave the preexperimental and experimental recruiting performances of the individual test areas. Table 4.2 provides a summary of the test area performances that is

Table 4.2

COMPARISONS OF HIGH-QUALITY MALE RECRUITING PERFORMANCES IN THE ARMY BY TEST AREA AND TYPE OF ENLISTMENT INCENTIVE

	High-quality male NPS enlistments		Year-to-year gains in recruiting (with standard errors in parentheses)			
	Jan.-Nov. 1978	Jan.-Nov. 1979	Percent increase		Relative increase	
Two-year Test Areas						
1A (Europe, SVK)	3580	3500	-2.2	(2.4)	2.0	(4.8)
1B (Europe)	5731	5784	0.9	(1.9)	5.3	(4.6)
2	1959	1985	1.3	(3.2)	5.7	(5.2)
5 (Europe, no VK2)	1411	1379	-2.3	(3.8)	2.0	(5.6)
Total	12681	12648	-0.3	(1.3)	4.1	(4.4)
Other VEAP Kicker Test Areas						
3 (Europe)	1388	1383	-0.4	(3.8)	4.0	(5.6)
4	1371	1447	5.5	(3.8)	10.1	(5.6)
Total	2759	2830	2.6	(2.7)	7.0	(5.0)
All VEAP Kicker Test Areas						
1A, 1B, 3, 5 (Europe)	12110	12046	-0.5	(1.3)	3.8	(4.4)
2, 4	3330	3432	3.1	(2.4)	7.6	(4.8)
Total	15440	15478	0.2	(1.1)	4.6	(4.3)
Control Test Area						
6	1174	1125	-4.2	(4.2)	---	---

more convenient for making an overall assessment of the effects of the options and comparing the two-year test areas with the other test areas.

As a group, the two-year test areas showed a slight year-to-year decrease of 0.3 percent in enlistments of high-quality males during the first eleven months of the test, while the other test areas that offered the VEAP kickers (Areas 3 and 4) showed a small increase of 2.6 percent. If the groups were comparable in other respects, these figures alone would lead one to estimate the effect of the two-year option to be −2.8 percent with a standard error of 3.0 percent.[1]

However, the effects of the options appear to be diminished by having them linked to European assignments, and three of the four two-year test areas were "Europe only" areas. Comparing test areas in which European assignments were optional, we note that Area 2 raised enlistments by 1.3 percent with the two-year option, but this is less than the 5.5 percent increase achieved by Area 4 without the option. Among the "Europe only" areas, Areas 1A, 1B, and 5 together showed a 0.6 percent decrease in enlistments, which was almost identical to the 0.4 percent decrease for Area 3.

We conclude from Table 4.2 that the two-year option, with or without the two-year VEAP kicker, elicited virtually no response among high-quality males. This conclusion will be further supported by regression results presented later in this section.

[1]The −2.8 figure results from considering the ratio 0.997/1.026 = 0.972. The standard error of this ratio is calculated using a formula in App. G.

THE VEAP KICKER

Since the estimated response to the two-year option is close to zero, the nominal responses to the enlistment packages in the two-year test areas must be primarily attributable to the VEAP kickers for three- and four-year enlistments. Table 4.2 combines all the VEAP kicker test areas into two groups: the Europe-only test areas (1A, 1B, 3, and 5) and the Europe-optional test areas (2 and 4). The relative increases in these two groups, given in the last column of Table 4.2, would suggest (by themselves) that the overall enlistment response to the VEAP kickers was 7.6 percent when European assignments were optional and 3.8 percent when they were mandatory. The corresponding standard errors are 4.4 and 4.8, respectively.

These estimates have considerably larger standard errors than the estimate of the overall response to the two-year option. This stems from the fact that the comparison group for estimating the effects of the VEAP kicker is Area 6, which had the fewest enlistments of all areas except for Area 7.

A second consideration in assessing the reliability of these estimates is that the recruiting performance of Area 6 may have been adversely affected by the options offered in the other test areas. Recruiters in Area 6 may have slackened their recruiting activities somewhat, perhaps anticipating that the options would soon become available in all AFEES. Another concern is that some potential recruits in Area 6 might simply have "migrated" across AFEES boundaries to avail themselves of the two-year option and VEAP kicker in a neighboring AFEES. This concern will be addressed later in this section. In any case, the estimated 7.6 percent response to the VEAP kicker without the European restriction may represent an inflated estimate of the actual response.

THE SUPER VEAP KICKER

The above discussion did not provide a separate estimate of the effect of the super VEAP kicker that was offered in Area 1A from June 1 to December 4, 1979. During June-November 1978, Area 1A recruited 1941 high-quality male enlistees; since the corresponding figure for the same five-month period in 1979 was 1890, this represented a 2.7 percent increase. The corresponding figures for Area 1B, which offered the same options except for the super VEAP kicker, were 3109 enlistments in June-November 1978 and 3128 in 1979, an increase of 0.6 percent. These figures suggest that the super VEAP kicker yielded an enlistment response of about 2.1 percent above the response for the standard VEAP kicker. The standard error of this estimate is 4.1 percent.

THE EUROPEAN RESTRICTION

Restricting the two-year option and the VEAP kickers to recruits who enlisted for European assignments apparently led to diminished recruiting performances in Areas 1A, 1B, 3, and 5. As Table 4.2 shows, these areas had an overall 0.5 percent decrease in high-quality male enlistees, whereas the Europe-optional test areas, Areas 3 and 4, registered a 3.1 percent increase. On the basis of these figures and under the assumption that the two groups are comparable in other respects, it is estimated that the European restriction dampened the

response to the two-year option and VEAP kicker by 3.5 percent with a standard error of 2.8 percent.

THE IRR OPTION

The IRR option was offered beginning April 1 in Area 7, a small test area that does not lend itself to before-and-after comparisons for reasons given earlier. The option was also offered beginning April 1 in the AFEES at Portland, Oregon. This AFEES had 75 high-quality male enlistments in the Regular Army during the first quarter of 1979 before the IRR option was introduced, but only 62, 65, and 39 during the next three quarters.

Altogether, there were 429 enlistments under the IRR option as of October 1 in Area 7 and the AFEES at Portland. Only 30 of these enlistees were high school graduates.[2] Even if one assumes that all of these high school graduates scored at or above the 50th percentile on the AFQT, these 30 constitute only a small proportion of the high-quality males recruited from those areas. During the same period, these AFEES recruited 560 high-quality males in the Regular Army. Clearly, the IRR option did little to attract high-quality male enlistments.

On the other hand, it is noteworthy that the IRR option attracted 429 male enlistments into *combat arms* specialties. During the same six-month period, these six AFEES recruited 3476 males into the Regular Army in *all* specialties. Thus, the 429 enlistments represent a substantial part of the recruiting effort in those AFEES, especially if one considers the number of enlistments in combat arms.

Of the 429 enlistees through September 30 under the IRR option, 169 were recruited at the Houston AFEES, 139 at Portland, 111 at Raleigh, and only a total of 10 in the three AFEES (Fargo, Sioux Falls, Omaha) in the District Recruiting Command at Omaha. Since the Omaha DRC accounted for 22 percent of the male enlistments from these AFEES during April-September, but only 2.3 percent of the IRR enlistments, it seems reasonable to infer that the recruiters in that DRC were not promoting the IRR option as actively as did those in the other AFEES. If they had, the number of enlistments under the IRR option might have been substantially larger.

As of September 30, a total of 286 enlistees under this option had completed training and 24 had been discharged, so that the attrition rate during training was only 7.7 percent. Of the 286 who completed training, 83 (29 percent) elected to enlist in the Regular Army, and 42 (15 percent) joined units of the Selected Reserves. The 161 others will remain in the IRR for six years.

In summary, the IRR option had no discernible effect on the recruitment of high-quality male enlistees, but it attracted a number of lower-quality recruits into combat arms and merits further study as a recruiting incentive for combat arms trainees and reservists.

IMBALANCES ACROSS TEST AREAS

Although efforts were made to balance the test areas in terms of preexperimental recruiting characteristics, recruiting conditions change over time, and the resulting imbalances should be taken into account in making comparisons. Among the characteristics of AFEES that affect recruiting performances are: unemployment rates, wage rates, and numbers of

[2]The data on enlistments under the IRR option were provided by Audrey Reeg and Captain Pat Kelly, Office of Reserve Affairs.

recruiters. Monthly AFEES-specific data on these characteristics are provided in Apps. D and E.

Table 4.3 shows the extent to which the recruiting conditions changed between 1978 and 1979. Note that Test Area 7 had a much lower unemployment rate than the other test areas before MORE began, but the percent change between 1978 and 1979 was not appreciably different from the other test areas. The test areas had remarkably similar percentage increases in wage rates. Test Area 1A had the largest percentage gain in average recruiting strength, but the differences across test areas were not large.

Table 4.3

UNEMPLOYMENT RATES, WAGE RATES, AND RECRUITER MANNING LEVELS BY ARMY TEST AREA, JANUARY-NOVEMBER, 1978 AND 1979

Test Area	Unemployment Rate			Wage Rate			Average Number of Recruiters per Month		
	1978	1979	Percent Increase	1978	1979	Percent Increase	1978	1979	Percent Increase
1A	6.8	6.3	-7.4	6.27	6.81	8.6	979	1041	6.4
1B	5.9	5.7	-3.4	5.96	6.48	8.7	1315	1372	4.3
2	5.4	5.3	-1.9	6.14	6.72	9.4	402	417	3.7
3	6.8	6.9	1.5	6.78	7.34	8.3	374	386	3.1
4	6.1	5.9	-3.3	6.13	6.67	8.8	340	361	6.2
5	5.7	5.5	-3.5	6.08	6.63	9.0	299	309	3.3
6	6.2	5.9	-4.8	6.26	6.84	9.3	345	365	5.8
7	4.3	4.1	-4.7	5.53	6.05	9.4	196	200	2.3
Total	6.1	5.8	-4.9	6.15	6.69	8.8	4251	4452	4.7

REGRESSION RESULTS

We used regression techniques to allow for the slight imbalances across test areas reflected in Table 4.3, and to provide an alternative analysis yielding estimates of elasticities of the enlistment responses with respect to measures of recruiting conditions. The values of the dependent variable for this analysis are the year-to-year changes in the logarithms of the monthly enlistment counts (or, equivalently, the logarithms of the ratios of the monthly performances). Thus, there are eleven observations for each AFEES, one for each month during the experimental period.

Table 4.4 summarizes the regression results. Appendix F describes the statistical model that served as a basis for this analysis. The independent variables in the regression equation are:

- Indicator variables for the incentive packages in each of the experimental test areas (Model 1).
- Indicator variables for the components of the incentive packages (Model 2).
- Changes in the logarithms of the monthly unemployment rates, wage rates, and numbers of recruiters between 1978 and 1979.

- Indicator variables for each month except January during the experimental period, to allow for changes over time in recruiting conditions not accounted for by the other variables.

The estimates of the effects of the incentive packages provided by the regression coefficients in Model 1 are not appreciably different from the "raw" relative increases reported in Table 4.1. For example, the relative increase reported for Area 1A was 2.0 percent with a standard error of 4.8. Here, the regression coefficient of 0.019 for Package 1A indicates that the estimated effect of the incentive package in Area 1A was to increase the logarithm of the number of enlistments by 0.019, thereby multiplying the number of enlistments by $exp(0.019) = 1.0192$, which is approximately a 1.9 percent increase. Since the coefficients indicating the effects of the incentive packages are all small, and since $exp(x) \simeq 1 + x$ for small values of x, the estimated coefficients, when multiplied by 100, are good approximations for the percentage increases.

The corresponding estimated effects of the individual components of the incentive packages, identified as Model 2 in Table 4.4, are obtained by the same procedure as for Model 1, except that indicator variables for the individual options are incorporated as independent variables in lieu of indicators for the enlistment packages. The Model 2 estimates would be justified under the assumption that the various options have separate additive effects on the logarithms of the enlistment counts (i.e., multiplicative effects on the enlistment counts themselves). However, this is a questionable assumption that cannot be tested using the experimental data, because the main effects and interactions of the options are confounded in the experimental design.[3] Nevertheless, the estimates of the separate effects of the options provided by the Model 2 coefficients can still be treated as rough estimates of the overall effects of the individual options. Whether the additivity assumption holds or not, the estimated effects for Model 2 result from a procedure that implicitly involves comparing the recruiting performances of AFEES that offered the option with those that did not, with allowances being made for the effects of other options as well as for several other factors that affect recruiting performance.

The t-statistics in Table 4.4 associated with the effects of the options indicate that none of the incentive packages had a statistically significant effect on high-quality male enlistments. However, the pattern of regression coefficients for the various incentive packages, as well as the positive regression coefficients corresponding to the VEAP kickers in Model 2, suggest that offering the VEAP kickers elicited a small positive enlistment response. The negative coefficients for the two-year option indicate that the AFEES that offered the option performed slightly worse (but not significantly worse) than the other AFEES after allowing for changes in recruiting conditions, time trends, and effects of the other options.

The regression coefficients in Table 4.4 for measures of changes in local recruiting conditions are estimates of the elasticities of the enlistment responses with respect to these measures. The interpretation of the estimates should be tempered by the large standard errors associated with the estimates. Also, the fitted equation includes "time trend controls"—indicator variables for each month during the experiment except the first—to allow for changes over time in national enlistment intensities due to changes in overall labor market condi-

[3]One reason for doubting the additivity assumption (if the options had any effect at all) is that the effect of the European restriction can be expected to vary across test areas, depending on the responses to the incentive packages. In particular, the European restriction should have no effect whatever if it is coupled with an incentive package that elicits no response.

Table 4.4

Regression Equations for Estimating Effects of Options on High-Quality Male Enlistments in the Army

	Model 1			Model 2		
	b	s.e.	t	b	s.e.	t
Constant	0.030	0.099	0.3	0.029	0.098	0.3
Incentive package						
Package 1A	0.019	0.050	0.4			
Package 1B	0.060	0.047	1.3			
Package 2	0.062	0.054	1.2			
Package 3	0.032	0.058	0.5			
Package 4	0.096	0.058	1.7			
Package 5	0.032	0.058	0.6			
Package 7	0.119	0.067	1.8			
Options						
Two-year option						
With VEAP kicker				-0.001	0.032	-0.0
Without VEAP kicker				-0.020	0.050	-0.4
VEAP kicker				0.070	0.052	1.4
Super VEAP kicker				0.018	0.065	0.3
European restriction				-0.024	0.031	-0.8
IRR option				0.102	0.067	1.5
Changes in local recruiting conditions						
Unemployment rate	0.175	0.099	1.8	0.152	0.100	1.5
Wage rate	-1.131	0.977	-1.2	-1.082	0.979	-1.1
No. of recruiters	0.173	0.095	1.8	0.169	0.095	1.8
Time trend controls						
February	-0.081	0.047	-1.7	-0.081	0.047	-1.7
March	-0.048	0.047	-1.0	-0.047	0.047	-1.0
April	0.104	0.051	2.0	0.100	0.051	2.0
May	0.207	0.052	4.0	0.202	0.052	3.8
June	0.041	0.048	0.8	0.048	0.049	1.0
July	0.109	0.048	2.3	0.116	0.049	2.4
August	-0.028	0.048	-0.6	-0.021	0.049	-0.4
September	-0.171	0.052	-3.3	-0.163	0.053	-3.1
October	0.059	0.053	1.1	0.069	0.054	1.3
November	0.080	0.053	1.5	0.089	0.054	1.7
R^2		0.09			0.08	
SSE		962.36			964.03	
F		3.19			3.30	

tions, international events, military compensation, and other factors that affect military recruiting. See App. F for a full discussion of the statistical methods used in the analysis.

CARRY-OVER EFFECTS FOR LOWER-QUALITY MALES

This section considers the drawing power of the Army enlistment options in attracting lower-quality enlistees, i.e., those who are either not high school graduates or who score below the 50th percentile on the AFQT. Although the options were intended primarily to attract high-quality enlistees, there were reasons to expect them to attract some lower-quality recruits.

First, we would expect the two-year option and the VEAP kickers to elicit some response among high school seniors. Seniors can enlist in the Army through the Delayed Entry Program (DEP), which permits them up to a year's delay before they enter active service. Seniors who scored at or above the 50th percentile on the AFQT were eligible for the MORE options, provided they received their high school diplomas before they entered the service. Hence, most of these recruits, although technically "lower-quality" at the time of their enlistment, would become "high-quality" by the time they entered the service.

A second reason for expecting some response among lower-quality males is that many of them either are unaware of the eligibility criteria for the options or do not know whether they satisfy the criteria. In particular, many do not know whether their AFQT scores are high enough to qualify for the options at the time that they first learn of the options. In the process of inquiring about the options and their eligibility for them, they would talk to Army recruiters and receive materials that might lead them to enlist whether they are eligible or not.

There are other reasons to expect some carry-over effects of the options on categories of personnel who were not qualified for them. The Army was asked to hold its advertising expenditures relatively constant across test areas, but the AFEES that could offer the two-year option and VEAP kickers had the advantage of new "products" to advertise. The advertisement of new enlistment incentives may have led many potential recruits to inquire about Army careers. Also, the recruiters may have worked harder once they had new enlistment incentives to offer. Yet another possibility is that some high-quality enlistees encouraged their friends to enlist at the same time, perhaps by informing them of favorable opportunities in the Army that they learned about during the enlistment process.

Tables 4.5 and 4.6 provide the same type of summary statistics that were reported earlier for high-quality males in Tables 4.1 and 4.2. Here, the numbers of enlistees are four to six times larger, yielding more precise estimates. In this case, we see that Area 1A led all others in outperforming the control group by 9.2 percent. Since the standard error of this estimate is only 2.2, this represents a statistically significant difference. Test Area 4 outperformed the control group by 5.6 percent, a response that is statistically significant.

The relative increases for the other test areas are small and not statistically significant. Area 7 underperformed the control group a little, perhaps suggesting that a few of the lower-quality enlistees who would otherwise have enlisted in the Regular Army were drawn by the IRR option to enlist in the reserves.

When the test areas are grouped in Table 4.6, as was done previously in analyzing the enlistment response among high-quality males, we see that the two-year test areas, as a group, outperformed the control group by 2.9 percent in attracting lower-quality males. But they did not do as well as the other VEAP kicker test areas, which outperformed the control

Table 4.5

NUMBER OF LOWER-QUALITY MALE ENLISTMENTS IN THE ARMY BY TEST AREA, JANUARY-NOVEMBER, 1978 AND 1979

Test area	Incentive package[a]	Lower-quality male NPS enlistments Jan.-Nov. 1978	Jan.-Nov. 1979	Year-to-year gains in recruiting (with standard errors in parentheses) Percent increase		Relative increase[b]	
1A	2, VK2, VK3, SVK, EUR	13635	18346	34.6	(1.1)	9.2	(2.2)
1B	2, VK2, VK3, EUR	25895	32094	23.9	(0.8)	0.6	(2.1)
2	2, VK2, VK3	7359	9351	27.1	(1.6)	3.1	(2.5)
3	VK3, EUR	6250	7771	24.3	(1.7)	0.9	(2.5)
4	VK3	6751	8786	30.1	(1.6)	5.6	(2.5)
5	2, VK3, EUR	5684	6827	20.1	(1.8)	-2.5	(2.6)
6		5036	6204	23.2	(1.9)	---	---
7	IRR	4088	4849	18.6	(2.1)	-3.7	(2.8)
	Total	74698	94228	26.1	(0.5)		

[a] Incentive package codes:

2 - Two-year enlistment option.

VK2 - VEAP kicker of $2000 for two-year enlistments.

VK3 - VEAP kickers of $3000 and $4000 for three- and four-year enlistments.

SVK - Super VEAP kickers of $4000, $5000, and $6000 for two-, three-, and four-year enlistments beginning 6/1/79.

EUR - Options restricted to European assignments.

IRR - Same options as Test Area #1B from 1/1/79 to 3/31/79, IRR option beginning 4/1/79.

[b] Percentage by which the year-to-year ratio of recruiting performances exceeded the corresponding ratio for the control group.

group by 3.4 percent. Thus, the carry-over effect, if there is one, is apparently associated with the three- and four-year VEAP kickers, not the two-year option.

It is interesting that the VEAP kicker test areas, considered as a group, outperformed the control group by 3.0 percent. Moreover, the VEAP kicker areas that did not tie the kickers to European assignments did even better, outperforming the control group by 4.3 percent. These results suggest that there was a small carry-over effect on the recruitment of lower-quality enlistments associated with offering the two-year option and the VEAP kickers to high-quality enlistees.

The regression results for the lower-quality enlistees given in Table 4.7 tend to confirm the inferences drawn from Tables 4.5 and 4.6. They also indicate that the super VEAP kicker had a statistically significant effect on the recruitment of lower-quality males. From Model 2, the estimated multiplicative effect is 0.104 with a standard error of 0.029. Since $exp(0.104) = 1.110$, the estimated increase associated with the super VEAP kicker is 11 percent.

The estimated effects upon lower-quality enlistments are about as large as or even larger than those for high-quality enlistments, even though the options were restricted to high-quality enlistees. This raises questions about the reasons for the effects. If the effects had been stronger for high-quality enlistees, one could surmise that some of the high-quality recruits helped recruiters influence their friends to join the Army too. However, this argu-

Table 4.6

COMPARISONS OF LOWER-QUALITY MALE RECRUITING PERFORMANCES IN THE ARMY BY TEST AREA AND TYPE OF ENLISTMENT INCENTIVE

	Lower-quality male NPS enlistments		Year-to-year gains in recruiting (with standard errors in parentheses)			
	Jan.-Nov. 1978	Jan.-Nov. 1979	Percent increase		Relative increase	
Two-year Test Areas						
1A (Europe, SVK)	13635	18346	34.6	(1.1)	9.2	(2.2)
1B (Europe)	25895	32094	23.9	(0.8)	0.6	(2.1)
2	7359	9351	27.1	(1.6)	3.1	(2.5)
5 (Europe, no VK2)	5684	6827	20.1	(1.8)	-2.5	(2.6)
Total	52573	66618	26.7	(0.6)	2.9	(2.0)
Other VEAP Kicker Test Areas						
3 (Europe)	6250	7771	24.3	(1.7)	0.9	(2.5)
4	6751	8786	30.1	(1.6)	5.6	(2.5)
Total	13001	16557	27.4	(1.2)	3.4	(2.2)
All VEAP Kicker Test Areas						
1A, 1B, 3, 5 (Europe)	51464	65038	26.4	(0.6)	2.6	(2.0)
2, 4	14110	18137	28.5	(1.1)	4.3	(2.2)
Total	65574	83175	26.8	(0.5)	3.0	(2.0)
Control Test Area						
6	5036	6204	23.2	(1.9)	---	---

ment is not very convincing when the effects of the options on high-quality enlistments were so small.

Instead, we conjecture that the effects are primarily advertising effects. Attracted to the recruiting stations by advertisements of new incentives, the lower-quality recruits may have talked to recruiters and received recruiting materials that led them to enlist even though they were ineligible for the options. If so, the observed effects are not primarily attributable to the options, but to advertising and recruiting efforts associated with the options.

QUESTIONS ABOUT THE HIGH-QUALITY CLASSIFICATION

Another possible explanation for the effects of the options on lower-quality enlistees is that the MORE options attracted large numbers of high school seniors to enlist under the Army's Delayed Entry Program. Not having graduated as yet when they enlisted, they were classified as lower-quality enlistees for the time being. We now consider the extent to which the previous results would have changed if high school seniors who scored at or above the 50th percentile on the AFQT had been classified as high-quality.

Our data file of enlistments in Fiscal Year 1979 contained a special code for high school seniors that permitted us to isolate these cases, but the corresponding code was not available for FY 1978. To determine whether the enlistment responses to the options might have been considerably different, we repeated our calculations, counting high school seniors as graduates in FY 1979. Table 4.8 provides the relative increases for the test areas analogous to

Table 4.7

Regression Equations for Estimating Effects of Options on Lower-Quality Male Enlistments in the Army

	Model 1			Model 2		
	b	s.e.	t	b	s.e.	t
Constant	0.350	0.045	7.7	0.358	0.045	7.9
Incentive package:						
Package 1A	0.065	0.023	2.9			
Package 1b	0.010	0.021	0.5			
Package 2	0.038	0.025	1.5			
Package 3	-0.015	0.026	-0.6			
Package 4	0.052	0.025	2.1			
Package 5	-0.008	0.026	-0.3			
Package 7	-0.019	0.029	-0.7			
Options:						
Two-year option						
With VEAP kicker				0.015	0.015	1.0
Without VEAP kicker				-0.009	0.023	-0.4
VEAP kicker				0.034	0.023	1.5
Super VEAP kicker				0.104	0.029	3.6
European restriction				-0.036	0.014	-2.6
IRR option				-0.070	0.029	-2.4
Changes in local recruiting conditions:						
Unemployment rate	0.090	0.044	2.1	0.104	0.044	2.4
Wage rate	-3.084	0.444	-6.9	-3.094	0.444	-7.0
No. of recruiters	0.412	0.043	9.7	0.411	0.042	9.7
Time trend controls:						
February	-0.087	0.021	-4.1	-0.086	0.021	-4.0
March	0.027	0.022	1.3	0.027	0.022	1.2
April	0.119	0.023	5.1	0.125	0.023	5.3
May	0.243	0.023	10.4	0.249	0.024	10.6
June	0.097	0.023	4.2	0.090	0.024	3.8
July	0.268	0.023	11.6	0.260	0.023	11.1
August	0.171	0.022	7.6	0.162	0.023	7.2
September	0.079	0.023	3.4	0.070	0.024	3.0
October	0.272	0.023	12.0	0.263	0.023	11.4
November	0.073	0.022	3.3	0.064	0.023	2.8
R^2		0.29			0.29	
SSE		1944.25			1939.95	
F		14.01			14.88	

Table 4.8

NUMBER OF HIGH-QUALITY MALE ENLISTMENTS IN THE ARMY USING ALTERNATIVE DEFINITION OF HIGH-QUALITY BY TEST AREA, JANUARY-NOVEMBER, 1978 AND 1979

Test area	Incentive package[a]	High-quality male NPS enlistments Jan.-Nov. 1978	Jan.-Nov. 1979	Year-to-year gains in recruiting (with standard errors in parentheses) Percent increase		Relative increase[b]	
1A	2, VK2, VK3, SVK, EUR	3726	4474	20.1	(2.2)	-17.0	(4.3)
1B	2, VK2, VK3, EUR	5976	7649	28.0	(1.7)	-9.1	(4.1)
2	2, VK2, VK3	2070	2547	23.0	(3.0)	-14.1	(4.7)
3	VK3, EUR	1496	1933	29.2	(3.4)	-7.9	(5.0)
4	VK3	1434	1924	34.2	(3.5)	-2.9	(5.1)
5	2, VK3, EUR	1550	2008	29.5	(3.4)	-1.6	(5.0)
6		1287	1765	37.1	(3.7)	---	---
7	IRR	837	1155	38.0	(4.5)	0.9	(5.8)
	Total	18376	23455	27.6	(1.0)		

[a] Incentive package codes:

2 - Two-year enlistment option.

VK2 - VEAP kicker of $2000 for two-year enlistments.

VK3 - VEAP kickers of $3000 and $4000 for three- and four-year enlistments.

SVK - Super VEAP kickers of $4000, $5000, and $6000 for two-, three-, and four-year enlistments beginning 6/1/79.

EUR - Options restricted to European assignments.

IRR - Same options as Test Area #1B from 1/1/79 to 3/31/79, IRR option beginning 4/1/79.

[b] Percentage by which the year-to-year ratio of recruiting performances exceeded the corresponding ratio for the control group.

those reported previously for high-quality enlistees (in the strict sense) in Table 4.1. The counts for January-November 1978 include the seniors who enlisted in October and November but not those during January-September 1978.

The differences between Tables 4.1 and 4.8 are striking. They indicate that a substantial percentage of the high-quality male enlistees were still high school seniors when they enlisted. Another difference is that, whereas all of the experimental test areas outperformed the control group in terms of the relative increases in Table 4.1, the contrary is true in Table 4.8 with a single exception: the anomalous Area 7. Thus, although our counts of high-quality enlistees may underrepresent the actual number of high-quality accessions into the Army, it is not clear that recounting the enlistees using a less strict definition would change the results. In fact, it appears that the control area performance might be somewhat higher under a more relaxed definition, in which case the estimated effects of the options on high-quality enlistees would be even smaller.

In any case, the above-mentioned effects of the options on lower-quality enlistees may simply result from the fact that at least some of the "lower-quality" enlistees in the experimental test areas were actually eligible for the enlistment options. On the other hand, considering the results in Table 4.8 and having no compelling reason for supposing that the options would have any greater effect on high school seniors than they do on high school

graduates, we see no evidence that the overall enlistment responses of high-quality enlistees, no matter how defined, would differ appreciably from those reported earlier.

THE MIGRATION QUESTION

One of the concerns in analyzing the experiment was that enlistees might have migrated across test area boundaries to take advantage of the enlistment incentives in a neighboring AFEES. To determine the extent to which they did, we compared each enlistee's home of record with the location of the AFEES in which the enlistment was processed, thereby determining how many enlistees did not enlist in their "home" test areas.

A certain amount of migration occurs routinely in any case; many young people use their parents' address as their home of record, even though they may live elsewhere. To determine whether the MORE options stimulated additional migration to take advantage of the options offered in certain areas, we compared the percentages of migrants during the experimental period with the corresponding percentages during the preceding three months.

As Table 4.9 shows, among the high-quality males who enlisted between October and December 1978 and whose home of record was in Area 6, 8.0 percent enlisted outside of Area 6. During the first quarter of the experiment, the percentage of "migrants" increased to 11.3 percent. This jump of 3.3 percentage points was the highest jump among the eight test areas during that quarter (but several larger jumps occurred in other test areas during the course of the experiment).

To examine this small increase in migration more closely, we made a detailed analysis of migrations across neighboring AFEES, using county codes for home of record to isolate migrants before and after MORE began. We found no compelling evidence that deliberate "recruiting migration" had taken place, and the number of migrants was too small in any case to affect our estimates appreciably.

SHIFTS IN OCCUPATIONAL CHOICES

One purpose of the options was to stimulate recruiting for hard-to-fill occupational specialties, especially combat arms. To determine whether the options fulfilled that purpose, we compared the distributions of high-quality male enlistees among hard-to-fill specialties before and after the experiment began.

Table 4.10 lists the percentages of high-quality enlistees by quarter and test area for three categories of military occupational specialties (MOSs): those specialties eligible for the two-year option; those eligible for the VEAP kickers; and combat arms specialties. The third category was defined as comprising MOSs in Career Management Fields 11 to 19.

During the first quarter of the experiment, Areas 2 and 5 experienced a sizable increase in the percentage of enlistments in the specialties eligible for the two-year option, but the effect diminished over time. There was a sharp increase in the percentage of combat arms enlistments in Area 7 during the first quarter of 1979, when the two-year option and VEAP kickers were offered in that area. However, since the percentage remained high in succeeding quarters when the options were no longer offered, it appears that the jump may have resulted from an abnormally low percentage in the last quarter of 1978.

Comparing the percentages of combat arms enlistments in the experimental test areas with those in the control group, one is hard-pressed to find any evidence that the MORE options did much to shift high-quality males into combat arms. If there was an effect, it was small.

Table 4.9

Migration of High-Quality Male Enlistees by Test Area, October 1978-December 1979

Home-of-Record Test Area	Period	Number of Enlistees (and Percentage) Within Same Test Area	In Another Test Area	Total
1A	Oct-Dec 1978	745 (96.0)	31 (4.0)	776
	Jan-Mar 1979	974 (95.8)	43 (4.2)	1017
	Apr-Jun 1979	902 (96.1)	37 (3.9)	939
	Jul-Sep 1979	941 (95.8)	41 (4.2)	982
	Oct-Dec 1979	817 (97.0)	25 (3.0)	842
1B	Oct-Dec 1978	1172 (96.4)	44 (3.6)	1216
	Jan-Mar 1979	1675 (94.8)	92 (5.2)	1767
	Apr-Jun 1979	1377 (95.2)	69 (4.8)	1446
	Jul-Sep 1979	1585 (95.9)	67 (4.1)	1652
	Oct-Dec 1979	1233 (94.7)	69 (5.3)	1302
2	Oct-Dec 1978	327 (91.9)	29 (8.1)	356
	Jan-Mar 1979	516 (91.2)	50 (8.8)	566
	Apr-Jun 1979	435 (91.0)	43 (9.0)	478
	Jul-Sep 1979	524 (94.1)	33 (5.9)	557
	Oct-Dec 1979	356 (90.6)	37 (9.4)	393
3	Oct-Dec 1978	264 (95.3)	13 (4.7)	277
	Jan-Mar 1979	374 (94.4)	22 (5.6)	396
	Apr-Jun 1979	326 (95.3)	16 (4.7)	342
	Jul-Sep 1979	409 (98.1)	8 (1.9)	417
	Oct-Dec 1979	354 (95.2)	18 (4.8)	372
4	Oct-Dec 1978	301 (94.4)	18 (5.6)	319
	Jan-Mar 1979	392 (92.9)	30 (7.1)	422
	Apr-Jun 1979	382 (97.7)	9 (2.3)	391
	Jul-Sep 1979	378 (93.8)	25 (6.2)	403
	Oct-Dec 1979	285 (93.1)	21 (6.9)	306
5	Oct-Dec 1978	179 (85.6)	30 (14.4)	209
	Jan-Mar 1979	300 (91.7)	27 (8.3)	327
	Apr-Jun 1979	242 (84.9)	43 (15.1)	285
	Jul-Sep 1979	280 (88.1)	38 (11.9)	318
	Oct-Dec 1979	213 (87.3)	31 (12.7)	244
6	Oct-Dec 1978	240 (92.0)	21 (8.0)	261
	Jan-Mar 1979	323 (88.7)	41 (11.3)	364
	Apr-Jun 1979	283 (89.3)	34 (10.7)	317
	Jul-Sep 1979	282 (89.5)	33 (10.5)	315
	Oct-Dec 1979	283 (92.8)	22 (7.2)	305
7	Oct-Dec 1978	153 (90.5)	16 (9.5)	169
	Jan-Mar 1979	243 (89.3)	29 (10.7)	272
	Apr-Jun 1979	198 (93.4)	14 (6.6)	212
	Jul-Sep 1979	196 (90.7)	20 (9.3)	216
	Oct-Dec 1979	145 (92.4)	12 (7.6)	157

Table 4.10

Percentages of High-Quality Army Male Enlistees in Certain Occupational Categories by Quarter and Test Area, October 1978-December 1979

Test area	Period	Number of enlistments (and percentage) Total	Eligible for two-year option	Eligible for VEAP kicker	Combat arms
	Oct - Dec, 1978	743	314 (42.3)	212 (28.5)	206 (27.7)
	Jan - Mar, 1979	976	467 (47.8)	330 (33.8)	320 (32.8)
1A	Apr - Jun, 1979	907	447 (49.3)	300 (33.1)	291 (32.1)
	Jul - Sep, 1979	939	397 (42.3)	269 (28.6)	282 (30.0)
	Oct - Dec, 1979	814	322 (39.6)	206 (25.3)	231 (28.4)
	Oct - Dec, 1978	1234	574 (46.5)	446 (36.1)	421 (34.1)
	Jan - Mar, 1979	1780	848 (47.6)	632 (35.5)	613 (34.4)
1B	Apr - Jun, 1979	1466	707 (48.2)	549 (37.4)	517 (35.3)
	Jul - Sep, 1979	1662	729 (43.9)	534 (32.1)	516 (31.0)
	Oct - Dec, 1979	1311	527 (40.2)	385 (29.4)	400 (30.5)
	Oct - Dec, 1978	380	173 (45.5)	122 (32.1)	120 (31.6)
	Jan - Mar, 1979	595	323 (54.3)	215 (36.1)	207 (34.8)
2	Apr - Jun, 1979	508	227 (44.7)	168 (33.1)	164 (32.3)
	Jul - Sep, 1979	592	264 (44.6)	183 (30.9)	188 (31.8)
	Oct - Dec, 1979	412	186 (45.1)	126 (30.6)	133 (32.3)
	Oct - Dec, 1978	275	126 (45.8)	64 (23.3)	64 (23.3)
	Jan - Mar, 1979	394	159 (40.4)	116 (29.4)	105 (26.6)
3	Apr - Jun, 1979	335	151 (45.1)	112 (33.4)	108 (32.2)
	Jul - Sep, 1979	418	160 (38.3)	99 (23.7)	101 (24.2)
	Oct - Dec, 1979	372	154 (41.4)	90 (24.2)	93 (25.0)
	Oct - Dec, 1978	320	147 (45.9)	105 (32.8)	101 (31.6)
	Jan - Mar, 1979	425	204 (48.0)	150 (35.3)	151 (35.5)
4	Apr - Jun, 1979	404	184 (45.5)	139 (34.4)	135 (33.4)
	Jul - Sep, 1979	418	153 (36.6)	115 (27.5)	114 (27.3)
	Oct - Dec, 1979	304	109 (35.9)	82 (27.0)	89 (29.3)
	Oct - Dec, 1978	285	105 (36.8)	82 (28.8)	75 (26.3)
	Jan - Mar, 1979	417	182 (43.6)	136 (32.6)	131 (31.4)
5	Apr - Jun, 1979	347	142 (40.9)	105 (30.3)	92 (26.5)
	Jul - Sep, 1979	391	157 (40.2)	115 (29.4)	108 (27.6)
	Oct - Dec, 1979	306	122 (39.9)	93 (30.4)	94 (30.7)
	Oct - Dec, 1978	250	110 (44.0)	76 (30.4)	68 (27.2)
	Jan - Mar, 1979	331	153 (46.2)	115 (34.7)	101 (30.5)
6	Apr - Jun, 1979	300	109 (36.3)	95 (31.7)	79 (26.3)
	Jul - Sep, 1979	300	116 (38.7)	101 (33.7)	92 (30.7)
	Oct - Dec, 1979	287	113 (39.4)	78 (27.2)	82 (28.6)
	Oct - Dec, 1978	168	58 (34.5)	44 (26.2)	35 (20.8)
	Jan - Mar, 1979	268	108 (40.3)	85 (31.7)	82 (30.6)
7	Apr - Jun, 1979	220	90 (40.9)	72 (32.7)	70 (31.8)
	Jul - Sep, 1979	212	89 (42.0)	63 (29.7)	63 (29.7)
	Oct - Dec, 1979	154	57 (37.0)	43 (27.9)	43 (27.9)

DWINDLING EFFECTS OVER TIME

There is some evidence that the effects of the enlistment options, small as they were, dwindled still more over the course of the experiment. This evidence is based primarily on further regression analysis, not reported here, that explored changes in the estimated effects over time.

Table 4.11 presents some concrete evidence of that shrinkage with regard to the two-year option. Whereas 384 men and women enlisted under the two-year option during the first four weeks of the test, only 17 did so during the last four weeks of the first phase of MORE, which ended on December 4.

Table 4.11

TWO-YEAR ENLISTMENTS IN THE ARMY, JANUARY 1979-MAY 1980

Four-week Period Ending	Enlistments		
	Male	Female	Total
January 27, 1979	328	56	384
February 24	179	38	217
March 24	171	39	210
April 21	185	63	248
May 19	150	56	206
June 16	96	26	122
July 14	113	9	122
August 11	94	14	108
September 8	74	20	94
October 6	60	12	72
November 3	39	4	43
December 1	17	0	17
December 29	93	15	108
January 26, 1980	215	21	236
February 23	263	39	302
March 22	264	30	294
April 19	308	17	325
May 17	285	17	302

SOURCE: Lt. Col. T. B. Reth, Office, Deputy Chief of Staff for Personnel, Department of the Army.

In the second phase, the two-year option has been offered in an area containing about 93 percent of the nation's population. As the economy slipped into recession during the first half of 1980, military recruiting picked up, and enlistments under the two-year option were probably stimulated at the same time. Nevertheless, those enlistments were not much more numerous in the first quarter of 1980 than they were at a comparable stage in the first phase, even though the two-year test area had been expanded considerably.

RELATIVE NUMBERS OF TWO-YEAR ENLISTMENTS

According to the data on male two-year enlistments in Table 4.11, there were 1506 high-quality male enlistments under the two-year option during January-November 1979; they accounted for 12 percent of the 12,648 high-quality males recruited in the two-year test areas during that period. (See Table 4.2.)

Since the analysis presented here found no discernible increase in high-quality male enlistments in response to the option, we infer that the two-year enlistees were mainly drawn away from three- and four-year enlistments. As a consequence of this lowering of enlistment obligations, the Army will lose many of the two-year enlistees at the two-year point and find its recruiting problems worsened beginning in 1981.

The two-year enlistees make up an even larger proportion of the high-quality enlistments in the hard-to-fill occupational specialties. Since approximately 44 percent of these males entered specialties eligible for the two-year option (see Table 4.10), we estimate that approximately 5600 of them entered those specialties during January-November 1979. The 1506 two-year enlistees in the group account for 27 percent of that cohort. Clearly, the problems associated with manning those specialties will not be any easier as a result of offering the two-year option, and the number of careerists in those specialties will eventually be affected. More detailed discussions of the force-structure implications of the options will be provided in Sec. VII.

V. RESULTS OF THE NAVY TEST

THE ENLISTMENT INCENTIVES

The Navy version of MORE was primarily designed to test the attractiveness of the two-year option for high-quality recruits, but the option was also offered to lower-quality personnel in Test Area D. The Navy also offered a two-year VEAP kicker of $2000 in Areas A and B, where the options were restricted to specific occupations: Marine Engineering in Area A, and Fireman in Area B. In Areas C and D, the two-year option without the VEAP kicker was open to all General Detail apprenticeship programs (Fireman, Seaman. and Airman). Area F, the only experimental test area that did not offer the two-year option, offered a four-year VEAP kicker of $4000. Test Area E served as the control group for the test.

The two-year test areas not only had different restrictions on occupational choices, but they also had different schooling guarantees associated with the enlistment packages. In Area A, immediate entrance into "A" school for the Marine Engineering rating was assured under the two-year option. In Areas B and C, the Navy guaranteed "A" school attendance as a reenlistment incentive at the two-year point if the recruit decided to reenlist. No such guarantee was provided in Area D.

Insofar as high-quality recruits were concerned, the only difference in the incentive packages offered in Areas C and D was the "A" school guarantee at the two-year point. Since these recruits were school-eligible at the time of enlistment, they could elect to enlist for three years and select a rating for which "A" school attendance was required. Thus, the guarantee of an "A" school assignment at the two-year point, tied to a later enlistment of three years or more, would not seem to provide much of an additional incentive to high-quality personnel beyond that provided in Area D.

TEST AREA COMPARISONS

To analyze the effects of the options from the beginning of the test on March 1 through December 1979, we begin by comparing enlistments in each test area during that period with the corresponding counts in 1978. (See Table 5.1.)

None of the Navy test areas enlisted as many high-quality males during March-December 1979 as they had the previous year; in the large control group, Area E, the number dropped 11.1 percent. Two areas had even sharper declines: Area A (13.9 percent) and Area D (15.1 percent). Area C, with a 1.4 decline, was the only test area that outperformed the control group by a substantial margin.

The relative increases in the last column of Table 5.1 are the percentages by which the experimental areas outperformed the control group. Area C, for example, outperformed the control test area by 10.9 percent. This figure results from calculating the percentage by which the year-to-year ratio for Area C (0.986) exceeded the same ratio for Area E (0.889). The derivation of the standard errors of the relative increases is given in App. G.

Since Area F offered the four-year VEAP kicker only from March 1 to June 15, the relative increase reported in Table 5.1 for Area F does not reflect the drawing power of that option. From Table C.6 in App. C, we see that, during March-May 1979, Area F recruited 160

Table 5.1

NUMBER OF HIGH-QUALITY MALE ENLISTMENTS IN THE NAVY BY TEST AREA, MARCH-DECEMBER, 1978 AND 1979

Test area	Incentive package[a]	High-quality male NPS enlistments Mar.-Dec. 1978	Mar.-Dec. 1979	Year-to-year gains in recruiting (with standard errors in parentheses) Percent increase		Relative increase[b]	
A	2, VK2, A	656	565	-13.9	(5.7)	-3.1	(5.9)
B	2, VK2, AR	876	780	-11.0	(4.9)	0.2	(5.1)
C	2, AR	1181	1164	-1.4	(4.1)	10.9	(4.3)
D	2	1921	1630	-15.1	(3.4)	-4.5	(3.6)
E		13667	12145	-11.1	(1.2)	---	---
F	VK4	780	722	-7.4	(5.2)	4.2	(5.3)
Total		19081	17006	-10.9	(1.1)		

[a] Incentive package codes:

2 - Two-year enlistment option.

VK2 - VEAP kicker of $2000 for two-year enlistments.

VK4 - VEAP kicker of $4000 for four-year enlistments from 3/1/79 to 6/15/79.

A - Immediate assignment to "A" school.

AR - Assignment to "A" school upon reenlistment.

[b] Percentage by which the year-to-year ratio of recruiting performances exceeded the corresponding ratio for the control group.

high-quality males as compared with 209 during the same three-month period in 1978—a decline of 23.4 percent. In the control group, high-quality male enlistments during March-May dropped from 4226 in 1978 to 2867 in 1979, a decline of 32.2 percent. Based on these figures, the relative increase in Area F was 12.9 percent, with a standard error of 10.8 percent. The very large standard error associated with this (unadjusted) estimate reflects the smallness of the enlistment counts for this test area.

The apparent lack of any enlistment response in Areas A and B, where VEAP kickers were offered with the two-year options, probably results from restrictions on the occupational choices tied to the options. Table 5.2 divides the two-year test areas into two groups according to whether the options were restricted to specific ratings or were open to all General Detail apprenticeship programs.

Table 5.2 reveals that there were only small differences between the groups and that the four two-year test areas barely outperformed the control group. It is also noteworthy that when we combine the recruiting performances of Areas C and D to reflect their similar incentive packages, the two outperformed the control group by only 1.4 percent. However, the Navy test areas are quite small, consisting of from two to four AFEES, and there are sizable imbalances across the test areas that should be accounted for in assessing the effects of the options.

Tables 5.3 and 5.4 resemble Tables 5.1 and 5.2, but apply to lower-quality male recruits. In this case, Area D improved its year-to-year performance more than the others, with an increase of 7.1 percent. This represents a relative increase beyond the control group performance of 6.3 percent with a standard error of 2.6 percent, indicating a statistically significant difference. However, imbalances in recruiting conditions across test areas must be considered.

Table 5.2

Comparisons of High-Quality Male Recruiting Performances in the Navy by Test Area and Type of Enlistment Incentive

	High-quality male NPS enlistments		Year-to-year gains in recruiting (with standard errors in parentheses)			
	Mar.-Dec. 1978	Mar.-Dec. 1979	Percent increase		Relative increase	
Two-year Test Areas, Restricted Assignments						
A (Marine Engineering)	656	565	-13.9	(5.7)	-3.1	(5.9)
B (Fireman)	876	780	-11.0	(4.9)	0.2	(5.1)
Total	1532	1345	-12.2	(3.7)	-1.2	(3.9)
Two-year Test Area, General Detail						
C (Airman, Fireman, Seaman)	1181	1164	-1.4	(4.1)	10.9	(4.3)
D (Airman, Fireman, Seaman)	1921	1630	-15.1	(3.4)	-4.5	(3.6)
Total	3102	2794	-9.9	(2.6)	1.4	(2.9)
All Two-year Test Areas						
A, B, C, D	4634	4139	-10.7	(2.1)	0.5	(2.5)
Control Test Area						
E	13667	12145	-11.1	(1.2)	---	---

Table 5.3

Number of Lower-Quality Male Enlistments in the Navy by Test Area, March-December, 1978 and 1979

Test area	Incentive package[a]	Lower-quality male NPS enlistments		Year-to-year gains in recruiting (with standard errors in parentheses)			
		Mar.-Dec. 1978	Mar.-Dec. 1979	Percent increase		Relative increase[b]	
A	2, VK2, A	1423	1510	6.1	(3.7)	5.4	(3.8)
B	2, VK2, AR	1645	1709	3.9	(3.5)	3.2	(3.6)
C	2, AR	2370	2258	-4.7	(2.9)	-5.4	(3.1)
D	2	3352	3589	7.1	(2.4)	6.3	(2.6)
F		26324	26510	0.7	(0.9)	---	---
F	VK4	1721	1653	-4.0	(3.4)	-4.6	(3.6)
Total		36835	37229	1.1	(0.7)		

[a] Incentive package codes:

2 - Two-year enlistment option.

VK2 - VEAP kicker of $2000 for two-year enlistments.

VK4 - VEAP kicker of $4000 for four-year enlistments from 3/1/79 to 6/15/79.

A - Immediate assignment to "A" school.

AR - Assignment to "A" school upon reenlistment.

[b] Percentage by which the year-to-year ratio of recruiting performances exceeded the corresponding ratio for the control group.

Table 5.4

COMPARISONS OF LOWER-QUALITY MALE RECRUITING PERFORMANCES IN THE NAVY BY TEST AREA AND TYPE OF ENLISTMENT INCENTIVE

	Lower-quality male NPS enlistments		Year-to-year gains in recruiting (with standard errors in parentheses)			
	Mar.-Dec. 1978	Mar.-Dec. 1979	Percent increase		Relative increase	
Two-year Test Areas, Restricted Assignments						
A (Marine Engineering)	1423	1510	6.1	(3.7)	5.4	(3.8)
B (Fireman)	1645	1709	3.9	(3.5)	3.2	(3.6)
Total	3068	3219	4.9	(2.5)	4.2	(2.7)
Two-year Test Area, *General Detail*						
C (Airman, Fireman, Seaman)	2370	2258	-4.7	(2.9)	-5.4	(3.1)
D (Airman, Fireman, Seaman)	3352	3589	7.1	(2.4)	6.3	(2.6)
Total	5722	5847	2.2	(1.9)	1.5	(2.1)
All Two-year Test Areas						
A, B, C, D	8790	9066	3.1	(1.5)	2.4	(1.7)
Control Test Area						
E	26324	26510	0.7	(0.9)	---	---

IMBALANCES ACROSS TEST AREAS

The Navy has a better developed data system than the other services for measuring recruiting effort in individual AFEES. Unfortunately, these measures and the associated AFEES-specific measures of economic factors reveal considerable imbalances across test areas. This makes it difficult to separate the effects of the recruiting conditions from the many experimental factors being tested in the Navy experiment.

Table 5.5 shows the extent to which economic conditions changed in each test area between the preexperimental and experimental periods. According to these figures, the recruiting performance of Area A should have benefited from higher unemployment rates, whereas Areas C and D should have had greater difficulties in the face of reduced unemployment rates, implying greater competition from the civilian sector for young workers.

At the same time MORE was being conducted, the Navy was conducting a second controlled experiment in which local advertising and recruiter manning levels were being varied deliberately to study the relationship between recruiting productivity and measures of recruiting effort. As we see in Table 5.6, this second experiment resulted in considerable imbalances across test areas that confound the analysis of the MORE options. For example, given the greatly increased expenditures for advertising in Area C, it is difficult to determine whether the increased enlistment response is due to advertising, the enlistment package in Area C, or the two combined.

The estimates of local advertising expenditures in Table 5.6 are derived from quarterly AFEES-level data supplied by the Navy and listed in App. E, Table E.3. To estimate monthly expenditures from the quarterly data, we assumed that expenditures in any quarter were

Table 5.5

UNEMPLOYMENT AND WAGE RATES BY NAVY TEST AREA, MARCH-DECEMBER, 1978 AND 1979

Test Area	Unemployment Rate 1978	1979	Percent Increase	Wage Rate 1978	1979	Percent Increase
A	4.9	5.3	8.2	5.98	6.51	8.9
B	5.8	5.8	0.0	6.27	6.77	8.0
C	5.0	4.6	-8.0	5.72	6.26	9.4
D	6.6	6.1	-7.6	6.13	6.69	9.1
E	5.9	5.7	-3.4	6.28	6.83	8.8
F	6.1	6.0	-1.6	5.77	6.30	9.2
Total	5.9	5.7	-3.4	6.21	6.76	8.9

Table 5.6

NAVY RECRUITER MANNING LEVELS AND LOCAL ADVERTISING EXPENDITURES BY NAVY TEST AREA, MARCH-DECEMBER, 1978 AND 1979

Test Area	Average Number of Recruiters per Month 1978	1979	Percent Increase	Average Monthly Expenditures for Local Advertising 1978	1979	Percent Increase
A	135	145	7.3	4,310	3,609	-16.3
B	191	199	4.2	5,507	6,269	13.8
C	188	185	-1.8	4,891	7,035	43.8
D	298	331	11.1	9,098	6,898	-24.2
E	2,349	2,551	8.6	80,160	76,793	-4.2
F	142	154	8.7	5,726	6,002	4.8
Total	3,303	3,565	7.9	109,693	106,605	-2.8

equally distributed over the three months. Although this assumption may have led to some measurement errors, this is not the main problem in separating the effects of the enlistment options from the effects due to changes in recruiting conditions. The problem is that there are too many factors to be considered simultaneously when one considers all the possible interactions that may be present.

REGRESSION RESULTS

The regression equations in Tables 5.7 and 5.8 attempt to allow for the imbalances across test areas in assessing the effects of the enlistment packages and the individual options. The equations for both Models 1 and 2 were fitted to monthly data for the individual AFEES, using the year-to-year changes in the logarithms of the monthly enlistment count or,

Table 5.7

REGRESSION EQUATIONS FOR ESTIMATING EFFECTS OF OPTIONS ON HIGH-QUALITY MALE ENLISTMENTS IN THE NAVY

	Model 1			Model 2		
	b	s.e.	t	b	s.e.	t
Constant	-0.447	0.085	-5.2	-0.452	0.085	-5.3
Incentive package:						
Package A	-0.077	0.060	-1.3			
Package B	0.000	0.052	0.0			
Package C	0.136	0.046	3.0			
Package D	-0.008	0.037	-0.2			
Package F	0.038	0.054	0.7			
Options:						
Two-year option						
Restricted				-0.035	0.040	-0.9
General detail				0.046	0.030	1.5
VEAP kicker (4-year)				0.041	0.103	0.4
Changes in local recruiting conditions:						
Unemployment rate	0.535	0.098	5.5	0.510	0.097	5.3
Wage rate	0.746	0.943	0.8	0.797	0.937	0.9
No. of recruiters	0.087	0.108	0.8	0.032	0.106	0.3
Local advertising	0.023	0.019	1.2	0.036	0.019	1.9
Time trend controls:						
April	0.098	0.050	2.0	0.098	0.050	1.9
May	0.153	0.050	3.0	0.155	0.051	3.1
June	0.272	0.046	5.9	0.277	0.046	6.0
July	0.423	0.046	9.2	0.432	0.046	9.4
August	0.380	0.046	8.2	0.389	0.046	8.4
September	0.211	0.050	4.2	0.223	0.050	4.4
October	0.354	0.052	6.8	0.363	0.052	7.0
November	0.421	0.053	8.0	0.431	0.053	8.2
December	0.343	0.053	6.5	0.353	0.053	6.6
R^2		0.22			0.22	
SSE		888.20			896.02	
F		9.86			10.69	

equivalently, the logarithms of the ratios of the monthly counts) as the dependent variable. Thus, there were ten observations per AFEES, one for each month from March to December. The statistical model that served as a basis for this analysis is described in App. F.

The independent variables in the regression analysis are:

- Indicator variables for the incentive packages in each of the experimental test areas (Model 1).
- Indicator variables for the types of options (Model 2).
- Changes in the logarithms of the monthly unemployment rates, wage rates, numbers of recruiters, and local advertising expenditures.

Table 5.8

Regression Equations for Estimating Effects of Options on Lower-Quality Male Enlistments in the Navy

	Model 1			Model 2		
	b	s.e.	t	b	s.e.	t
Constant	-0.114	0.058	-2.0	-0.114	0.057	-2.0
Incentive package						
Package A	0.053	0.039	1.4			
Package B	0.066	0.036	1.8			
Package C	0.023	0.033	0.7			
Package D	0.054	0.026	2.0			
Package F	-0.051	0.036	-1.4			
Options						
Open to lower-quality:						
Two-year option				0.053	0.026	2.0
High-quality only:						
Two-year option						
Restricted				0.060	0.027	2.2
General detail				0.024	0.032	0.8
VEAP kicker (4-year)				-0.144	0.064	-2.3
Changes in local recruiting conditions						
Unemployment rate	0.120	0.066	1.8	0.124	0.066	1.9
Wage rate	-0.928	0.637	-1.5	-0.876	0.632	-1.4
No. of recruiters	0.574	0.076	7.6	0.570	0.076	7.5
Local advertising	-0.044	0.013	-3.4	-0.048	0.013	-3.6
Time trend controls						
April	0.051	0.034	1.5	0.051	0.034	1.5
May	0.186	0.033	5.6	0.186	0.033	5.6
June	0.139	0.033	4.3	0.136	0.033	4.2
July	0.199	0.033	6.0	0.192	0.033	5.8
August	0.249	0.032	7.7	0.241	0.032	7.4
September	0.232	0.035	6.7	0.224	0.035	6.4
October	0.226	0.035	6.4	0.219	0.035	6.2
November	0.236	0.035	6.7	0.230	0.035	6.5
December	0.047	0.034	1.4	0.041	0.034	1.2
R^2		0.22			0.22	
SSE		1106.28			1103.33	
F		9.68			10.40	

- Indicator variables for each month except March during the experimental period to allow for changes over time in recruiting conditions not accounted for by the other variables.

As the t-statistics for the Model 1 regression equation indicate, the only enlistment package that elicited a statistically significant response among high-quality males was the two-year option in Test Area C, where the option was open to all General Detail recruits and was offered in conjunction with a guarantee of "A" school attendance at the first reenlistment point. The regression coefficient for Package C indicates that the estimated effect of the option was to increase the logarithm of the number of high-quality male enlistments by 0.136, thereby multiplying the number of enlistments by $exp(0.136) = 1.15$. However, the interpretation of this 15-percent increase should be tempered by the observation that the same equation shows a negative estimate for the effect of Package D, which contradicts our belief that the responses to the two packages should be about the same.

The regression equation for Model 2, in which the incentive packages in Test Areas C and D are treated as being equivalent, indicates that the overall multiplicative effect of offering the two-year option for General Detail recruits was only 0.046 with a standard error of 0.030. Thus, offering the unrestricted two-year option in Test Areas C and D stimulated the recruitment of high-quality males by about 5 percent. The same equation shows the estimated effect of the four-year VEAP kicker to be about 4 percent. This estimate should be treated as unreliable, since the standard error of estimate exceeds 10 percent.

The corresponding regression equations for lower-quality enlistments in Table 5.8 contain some anomalies that raise questions about the appropriateness of the models. The negative regression coefficients for levels of advertising probably reflect a dependence on other factors that are correlated with advertising levels. The other coefficients on the recruiting factors have the "right" signs, but the magnitudes of these estimates should be treated with skepticism.

The main feature of Table 5.8 is the information it provides about the attractiveness of the two-year option offered in Area D, where it was open to lower-quality enlistees. From Model 1, the estimated percentage increase associated with this option was 5.5 percent. Taking the standard error of this estimate into account, the estimate is in line with the relative increases reported earlier for Area D in Table 5.3, namely, 6.3 percent with a standard error of 2.6.

The estimates of the carry-over effects on lower-quality enlistments associated with offering the MORE incentives to high-quality recruits raise further questions about the reliability of the regression results. If taken at face value, the Model 2 results would suggest that offering a restricted two-year option to high-quality recruits increased the number of lower-quality enlistments by 6 percent, and offering the VEAP kicker for four-year enlistments had a pronounced negative effect on lower-quality enlistments. As a partial explanation for these anomalous results, it should be noted that the algebraic signs of these estimated effects are different from those in Table 5.7, suggesting that some of the lower-quality enlistees in Areas A, B, and F were misclassified as high-quality and vice versa.

In summary, the analysis of the Navy test is plagued by a confounding of factors that we were unable to disentangle satisfactorily. Nevertheless, we believe that the evidence supports the conclusion that the two-year option open to all General Detail recruits had a positive effect on enlistments. But that effect is small, perhaps 4 to 8 percent for both high-quality and lower-quality males. The two-year options restricted to Marine Engineering and Fireman

ratings had no discernible positive effect at all. The data at hand do not lend themselves to providing a reliable estimate of the effect of the four-year VEAP kicker.

NUMBERS OF TWO-YEAR ENLISTMENTS

Table 5.9 shows the number of two-year male enlistments in the two-year test areas. With the exception of Area D, where presumably many of the two-year enlistees were not high-quality, there were few enlistments under the two-year option. In Area C, there were 90 two-year enlistees during March-December, which is about 8 percent of the total number of high-quality male enlistments in that test area. If it is true that high-quality enlistees have considerably higher attrition in General Detail programs, this small increase in two-year enlistments will be offset by higher first-term attrition and further losses at the two-year point. In any case, as the very small counts in Table 5.9 suggest, the two-year option for General Detail recruits does not appear to be an attractive enlistment incentive for high-quality males.

Table 5.9

MALE TWO-YEAR ENLISTEES IN THE NAVY, MARCH 1979-FEBRUARY 1980

	Test Area				
Month	A	B	C	D	Total
March 1979	4	1	6	21	32
April	7	0	3	23	33
May	3	0	7	21	31
June	5	2	6	55	68
July	6	0	14	78	98
August	5	0	18	115	138
September	2	0	7	79	88
October	9	0	11	79	99
November	8	0	5	49	62
December	7	0	13	71	91
January 1980	6	0	22	101	129
February	10	0	20	111	141

SOURCE: Commander P. K. Van Winkle, Director, Research and Analysis Division, Navy Recruiting Command.

VI. RESULTS OF THE MARINE CORPS TEST

TEST AREA COMPARISONS

The Marine Corps test, which began on April 15, 1979, consisted of offering only the two-year option to high-quality recruits in a test area that included only two AFEES: Richmond, Virginia, and Dallas, Texas. Although the option was restricted to high-quality enlistees, there were no restrictions on occupational choices. Thus, the Marine Corps test, unlike the Army and Navy tests, yielded an estimate of the enlistment response to the two-year option that is not confounded by occupational restrictions.

Our analysis provided estimates of the option's effects during the period May-December 1979, excluding the period April 15-30, when the experiment was getting under way. Table 6.1 shows how the test area (Area 1) compared with the control group in recruiting high-quality males during that period. Whereas the control group showed a 0.3 percent decrease, the test area registered a 17.7 percent increase over its 1978 performance. Thus, the relative increase was 18.0 percent with a standard error of 10.4 percent. The high standard error reflects the very small enlistment counts for the test area.

If the option elicited a response as high as this estimate suggests, we should expect some carry-over effect on the recruitment of lower-quality males. For example, such an effect might result from increased traffic into the recruiting stations on the part of some potential recruits, who would probably not know they were ineligible for the option until they took their qualification tests. After talking to recruiters, some of them may have enlisted whether they received the option or not.

As Table 6.2 shows, there does appear to be a carry-over effect: The two-year test area outperformed the control group by 7.7 percent in attracting lower-quality male enlistments. The standard error of this estimate is 5.2 percent.

Table 6.1

HIGH-QUALITY MALE NONPRIOR-SERVICE ENLISTMENTS IN THE MARINE CORPS BY TEST AREA, MAY-DECEMBER, 1978 AND 1979

Test Area	Incentive	Number of Enlistments 1978	Number of Enlistments 1979	Year-to-Year Gains in Recruiting (Standard Errors in Parentheses) Percent Increase	Year-to-Year Gains in Recruiting (Standard Errors in Parentheses) Relative Increase[a]
1	Two-year option	175	206	17.7 (10.3)	18.0 (10.4)
2	None	5,753	5,738	-0.3 (1.9)	--- ---
Total		5,928	5,944	0.3 (1.8)	

[a]Percentage by which the year-to-year ratio of recruiting performances exceeded the corresponding ratio for the control group.

Table 6.2

LOWER-QUALITY MALE NONPRIOR-SERVICE ENLISTMENTS IN THE MARINE CORPS BY TEST AREA, MAY-DECEMBER, 1978 AND 1979

Test Area	Incentive	Number of Enlistments 1978	Number of Enlistments 1979	Year-to-Year Gains in Recruiting (Standard Errors in Parentheses) Percent Increase	Year-to-Year Gains in Recruiting (Standard Errors in Parentheses) Relative Increase[a]
1	Two-year option	722	820	13.6 (5.1)	7.7 (5.2)
2	None	17,938	18,912	5.4 (1.0)	--- ---
Total		18,660	19,732	5.7 (1.0)	

[a]Percentage by which the year-to-year ratio of recruiting performances exceeded the corresponding ratio for the control group.

We conjecture that this positive (but statistically insignificant) response to the two-year option stems mainly from two factors. First, some of the lower-quality recruits were high school seniors who enlisted under the Delayed Enlistment Program. Those seniors who scored at or above the 50th percentile on the AFQT were eligible for the two-year option provided they received their high school diplomas before they went on active duty. Second, advertisements of the two-year option probably brought increased numbers of potential recruits into Marine recruiting stations, perhaps to inquire about the new option.

It is plausible that the option may have attracted some recruits away from the other services. The Marine Corps recruiters had a competitive advantage over the other services in the Dallas and Richmond AFEES. Since these AFEES were in the Navy's control group, the Navy did not offer any new incentives during the experiment. The Army offered a two-year option in both AFEES as well as VEAP kickers for three- and four-year enlistments, but these options were restricted to European assignments as well as to prescribed occupational specialties. Hence, part of the response to the two-year option may have been at the expense of three- and four-year enlistments in the other services.

RECRUITING CONDITIONS

From the figures in Table 6.3 reporting our estimates of the unemployment and wage rates in the test areas, we see that the two-year test area was operating under less favorable recruiting conditions than the control group in that the unemployment rates were lower in both 1978 and 1979. Also, Area 1 had a sharper percentage drop in unemployment rates between 1978 and 1979, and it had a slightly larger increase in wage rates.

Since our data on numbers of recruiters in the Marine Corps by AFEES are incomplete, we do not report them in this study. However, we have monthly counts of the number of

Table 6.3

UNEMPLOYMENT AND WAGE RATES BY MARINE CORPS TEST AREA, MAY-DECEMBER, 1978 AND 1979

Test Area	Unemployment Rate 1978	1979	Percent Increase	Wage Rate 1978	1979	Percent Increase
1	4.9	4.4	-10.2	5.57	6.12	9.9
2	5.8	5.7	-1.7	6.28	6.83	8.8
Total	5.8	5.7	-1.7	6.25	6.81	9.0

recruiters for Richmond and Dallas, as well as counts for the entire Marine Corps. These data show that recruiter manning levels in Area 1 did not change much more than they did in the rest of the Marine Corps. Hence, we have eliminated recruiter manning as an explanation for the large relative increase in enlistments in Area 1.

REGRESSION RESULTS

The regression equations in Table 6.4 provide alternative estimates of the enlistment reponses of high-quality and lower-quality recruits to the two-year option that allow for changes in unemployment and wage rates across AFEES. The equations are analogous to those reported previously for the Army and the Navy. The equations were fitted to monthly data for the individual AFEES using the year-to-year changes in the logarithms of the monthly enlistment counts as the dependent variable.

The independent variables in the regression equation are:

- An indicator variable for AFEES that offered the two-year option.
- Changes in the logarithms of the monthly unemployment rates and wage rates.
- Indicator variables for each month except May, to allow for changes over time in recruiting conditions not accounted for by the other variables.

Table 6.4 indicates that the estimated effect of the two-year option was to increase the logarithm of the number of high-quality enlistees by 0.175, multiplying the number of enlistments by $exp(0.175) = 1.19$. This 19-percent increase is in line with the relative increase of 18 percent reported in Table 6.1.

The corresponding estimated effect of the two-year option on lower-quality enlistments was 0.055 with a standard error of 0.053. Given the very large standard errors associated with the estimates (none are statistically significant at the 5 percent level), one should interpret these estimates cautiously, but it appears that the two-year option yielded a higher response in the Marine Corps than in the other services. On the other hand, the two-year test area was very small, and the results may have been due to increased advertising of the two-year option, greater efforts by recruiters, or numerous other local factors that might affect recruiting performance.

Table 6.4

REGRESSION EQUATIONS FOR ESTIMATING EFFECTS OF OPTIONS ON HIGH-QUALITY AND LOWER-QUALITY ENLISTMENTS IN THE MARINE CORPS

Item	High-Quality			Lower-Quality		
	b	s.e.	t	b	s.e.	t
Constant	-0.003	0.148	-0.0	0.047	0.078	0.6
Incentive: two-year option	0.175	0.109	1.6	0.055	0.053	1.0
Changes in local recruiting conditions						
Unemployment rate	-0.099	0.165	-0.6	-0.199	0.087	-2.3
Wage rate	-2.252	1.593	-1.4	0.039	0.831	0.0
Time trend controls						
June	0.045	0.077	0.6	-0.027	0.044	-0.6
July	0.167	0.077	2.2	0.082	0.044	1.9
August	0.197	0.078	2.5	0.001	0.043	0.0
September	0.150	0.083	1.8	-0.065	0.045	-1.5
October	0.378	0.087	4.3	0.037	0.044	0.9
November	0.356	0.087	4.1	0.107	0.045	2.4
December	0.318	0.088	3.6	-0.142	0.045	-3.2
R^2		0.06			0.07	
SSE		929.25			631.37	
F		3.36			3.57	

RELATIVE NUMBERS OF TWO-YEAR ENLISTEES

Table 6.5 shows the monthly counts of two-year enlistments in the two AFEES that offered them beginning April 15, 1979. Richmond and Dallas had a total of 206 high-quality enlistments between May and December, of whom 64 (31 percent) were two-year enlistees.

If the enlistment response to the two-year option was, say, 20 percent, then this would suggest that the other 11 percent were drawn from the pool of three- or four-year enlistments. While a 20-percent response may be close to the break-even point in man-year terms, our estimate of the enlistment response is too unreliable to permit inferences about the desirability of implementing the two-year option.

Table 6.5

Two-Year Enlistments in the Marine Corps, April 1979-April 1980

Month	Two-Year Enlistments		
	Richmond	Dallas	Total
April 1979	1	3	4
May	3	7	10
June	3	4	7
July	3	8	11
August	1	11	12
September	2	7	9
October	4	1	5
November	2	3	5
December	1	4	5
January 1980	8	1	9
February	2	4	6
March	2	4	6
April	1	9	10
Total	33	66	99

SOURCE: Lt. Col. S. B. Grimes, Personnel Procurement Division, Headquarters, U.S. Marine Corps.

VII. THE POLICY IMPLICATIONS

FORCE STRUCTURE MODELS

The feasibility of adopting enlistment incentives depends on more than their effects on recruiting. Costs are also of concern—not only money costs, but costs in future years of service, changes in experience levels of the force, and potential losses in productivity among the enlisted force. Fernandez (1980) considers many of the policy implications of using educational benefits and other incentives to attract high-quality enlistees into combat arms specialties. His recommendations reflect cost-effectiveness and equity considerations. This section considers possible force structure implications of the MORE enlistment options.

In considering the feasibility of offering, say, the two-year enlistment option for combat arms enlistees, one can conceive of two hypothetical cohorts of recruits—one enlisted without the option and one enlisted with the option. The cohorts would differ in initial size and composition, and they would exhibit different retention patterns over time. The feasibility of the option can be weighed by comparing the relative utilities and costs of the two cohorts at various points in time, recognizing that other changes in personnel policies may be needed to maintain a suitable overall force posture. Thus far, our analysis has provided estimates of enlistment responses that indicate how the numbers of enlistments in certain personnel categories would compare in the two cohorts. This section considers some of the policy implications. As will be seen below, possible changes in retention behavior are key considerations in deciding whether to implement certain types of enlistment incentives.

First, consider a cohort of size N enlisted without the option. The "retention function" $R(t)$ for this cohort is defined by

$$R(t) = N(t)/N$$

where $N(t)$ is the number of enlistees who complete t or more years of service. If T is the length of service (in years) of an enlistee picked at random from this cohort, then T is a random variable with distribution function

$$F(t) = P(T \leq t) = 1 - R(t).$$

The expected value of T, defined by

$$E(T) = \int_0^\infty t \, dF(t),$$

is the average length of service among members of the cohort. It can be calculated as the total area under the retention function:

$$E(T) = \int_0^\infty R(t)dt.$$

A rough measure of this cohort's contribution to the entire force is the total number of years served, $N \cdot E(T)$.

In assessing the overall "utility" of the cohort at any point in time, one would need to know the composition of the cohort in terms of personnel types. For the purposes of this study, we assume that there are K types of personnel of primary interest, perhaps determined by sex, educational attainment, mental category, and occupational specialty. Suppose the cohort of N recruits initially contains N_k enlistees of the k^{th} type ($k = 1, 2, ..., K$), and let $N_k(t)$ be the number of individuals of type k who remain in service after t years. Then

$$N(t) = \sum_{k=1}^{K} N_k(t) = \sum_{k=1}^{K} N_k R_k(t),$$

where $R_k(t) = N_k(t)/N_k$ is the retention function of enlistees of the k^{th} type. This identity shows how the total cohort size at any time t depends jointly on the numbers of initial enlistments of each type and the retention functions for individuals of various types. It follows that the total years served by the N members of the cohort is related to average lengths of service among the various types of personnel by the formula

$$N \cdot E(T) = \int_0^{\infty} N(t)dt = \Sigma N_k E_k(T),$$

where $E_k(T)$ denotes the (conditional) expectation of T among individuals of the k^{th} type.

Now consider a second hypothetical cohort enlisted during the same period but under an enlistment option which, if implemented, would not only change the number of recruits from N to N', but would also change the composition and retention behavior of certain categories of personnel. If we let $N'(t)$ denote the number of individuals in this cohort after t years of service, then

$$N'(t) = \Sigma N_k'(t) = \Sigma N_k' R_k'(t),$$

where $N_k'(t)$, N_k', and $R_k'(t)$ are defined for this cohort in the same way that $N_k(t)$, N_k, and $R_k(t)$ are defined for the first cohort. A rough overall measure of the total contribution of this cohort is total number of years served, which is

$$N'E'(T) = \Sigma N_k' E_k'(T).$$

Here the expectations E' and E_k' are defined in terms of the retention functions $R'(t)$ and $R_k'(t)$, respectively.

Finer comparisons of the overall contributions of the two cohorts involve considerations of the overall utilities and costs of the two cohorts at any point in time. If the average utility of individuals of type k with t years of service is $U_k(t)$, then the overall utility $U(t)$ at time t of the cohort without the option is given by

$$U(t) = \Sigma N_k(t) U_k(t) = \Sigma N_k U_k(t) R_k(t).$$

Thus, we see that the total utility of the cohort, like the total man-years, depends critically on the retention functions $R_k(t)$. Similarly, if the average cost of individuals of type k with t years of service is $C_k(t)$, then the overall cost $C(t)$ of the cohort is

$$C(t) = \Sigma N_k(t) C_k(t) = \Sigma N_k C_k(t) R_k(t).$$

Considering the analogous formulas for the overall utility $U'(t)$ and cost $C'(t)$ for the second cohort, we see that drawing comparisons between the utilities and costs of the cohorts amounts to drawing comparisons for those types of personnel that are affected by the incentives. For such an option as a shorter enlistment term, it may be possible to assume that the utility and cost functions $U_k(t)$ and $C_k(t)$ are approximately the same for both cohorts, so that only the differences in the sizes and compositions of the cohorts need to be considered. On the other hand, options like VEAP kickers and enlistment bonuses entail substantial increases in personnel costs that would affect cost-benefit comparisons.

Another consideration in comparing the cohorts is the costs associated with personnel policies that may be needed to change the sizes, compositions, and retention patterns of other cohorts to maintain a suitable overall force posture over time. For example, implementation of a VEAP kicker may increase high-quality enlistments in combat arms, but fewer of these enlistees will reenlist for a second term of service. To compensate for these later losses in personnel, substantial increases in recruiting costs or reenlistment bonuses may be necessary to increase the sizes of other cohorts.

For the purposes of this study, we simply note that a complete cost-benefit analysis of enlistment incentives must take into account numerous other factors besides the enlistment responses. Changes in the retention function are of paramount concern, especially in those specialties where experience is a critical factor in assessing the utility of individuals. Since the MORE options elicited only modest enlistment responses, changes in the retention patterns are the primary issue in weighing the feasibility of implementing the options.

RETENTION MODELS

This analysis of how the MORE enlistment options would affect retention behavior will be restricted to the Army, but similar methods could be applied to the other services as well. Using recent data on attrition and reenlistment behavior for the Army, we estimate retention functions for certain types of male NPS recruits. We then use these estimates as a basis for inferring how the MORE options might affect retention rates and experience levels in the long run. The details of the methodology are given in App. H; a discussion of the salient features follows.

Retention behavior depends on a number of factors. There are marked differences in retention patterns across personnel types, especially during the first term of service. For example, high-quality enlistees are more trainable and thus less likely to leave the service before the end of the first term. Military policies also affect retention. Changes in reenlistment bonuses or in reenlistment eligibility criteria can raise or lower reenlistment rates. Finally, exogenous factors affect retention. For example, high unemployment in the civilian sector tends to increase retention.

Since the main reason for the experiment was to examine the feasibility of using the MORE options to stimulate NPS enlistments in combat arms, we shall restrict our attention to considering how the MORE options would affect retention behavior among male NPS enlistees in the Army. We also consider only two types of male enlistees: high-quality and lower-quality. Although our data would permit finer disaggregations of these categories, we are primarily interested in the effects of the options on high-quality enlistees. We could also disaggregate our data into combat arms specialties and others, but our data show only minor differences in attrition and reenlistment behavior between combat arms and other enlistees after differences in background characteristics (mental category and educational attainment)

are controlled. For those reasons, we believe that the estimates of retention functions provided below are good approximations of the individual retention functions for a wide spectrum of occupational specialties in the Army.

Our estimates of the retention function are based on recent DMDC data on attrition and reenlistment for various types of personnel. Longitudinal data on enlistees who entered the Army during fiscal year 1977 are used to estimate first-term attrition, while cross-sectional data are used to estimate retention beyond the first term. Our basic assumption is that the year-to-year continuation rates observed among these various cohorts of Army personnel provide the best available estimates of what the future continuation rates will be in the absence of knowledge of future changes in personnel policies.

The retention functions considered here are stylized in a number of ways. To provide a base case for examining possible effects of the MORE incentives, we consider the retention functions for those enlistees who enlist initially for three years and then reenlist for successive three-year terms. After the third reenlistment, we treat attrition and reenlistment behavior as though they were inseparable. Also, we ignore the negligible amount of service past the twentieth year.

Clearly, these stylizations depart from reality. Some Army recruits enlist for four years, and reenlistment terms differ in length. Some who fail to reenlist may return to service at a later date. Future policy changes may affect reenlistment behavior, as may changes in military pay and benefits. Nevertheless, these retention curves reflect recent attrition and reenlistment behavior in the Army, and they provide a basis for inferring what would be expected if the MORE options were adopted and other personnel policies and exogenous factors remained essentially unchanged. As such, they cannot be treated as predictors of future retention behavior, but they should provide useful estimates of the relative effects of the MORE options.

SUMMARY MEASURES

We use several summary measures to describe the distributions of length of service characterized by the retention functions. The area under the retention curve is especially important because it is the expected length of service (on active duty) for individuals having that retention function. As all enlistees are obligated to a total of six years of active and reserve duty, we also consider the expected number of years of reserve commitment. This differs from the expected number of years of service in the reserves, since it does not include the additional years served by reservists who stay beyond the six-year point. Other measures of interest include first-term attrition rates and reenlistment rates at various reenlistment points.

The retention functions have a second interpretation as force profiles for "steady-state" forces. If the cohorts have the same size and composition year after year, and if they exhibit the same retention behavior, then the retention functions, when multiplied by the cohort size, provide a "force profile" in the sense that they show the number of individuals by years of service. Thus, changes in the retention functions can be interpreted as long-term changes in "experience levels" of the corresponding steady-state forces. Here, the "forces" of interest are the personnel types referred to previously.

One measure of the experience level of any category of personnel is the fraction having no more than t years of service. For a steady-state force, this fraction is the ratio of the area under the retention curve between 0 and t to the total area under the curve. Another measure of experience level for a steady-state force is $E(T)$, since this is the average time in

service (and the average experience level) of the members of the force. One could also use the median or other quantiles of the service-time distribution as measures of experience levels, but they are not reported here.

EFFECTS OF ENLISTMENT OPTIONS

The discussion below considers five combinations of enlistee characteristics and enlistment options: high- and lower-quality enlistees with standard VEAP benefits and a three-year enlistment term, high-quality enlistees with a two-year enlistment term, high-quality enlistees with enhanced VEAP benefits, and lower-quality enlistees with the IRR enlistment option.

In estimating the effect of the two-year option, we have assumed that the attrition and reenlistment behavior of two-year enlistees will be similar to that of the three-year enlistees, except that the reenlistment points are moved one year forward. This assumption seems plausible given that recent three- and four-year enlistees exhibit similar first-term attrition rates when background factors are controlled. While differences in taste for military service between the two- and three-year enlistees might predetermine differences in attrition and reenlistment rates, it is not clear in what direction the differences will go. Plausible arguments can be made for shifts in both directions.

We hypothesize that, among the recruits who enlist under the VEAP kicker option, there will be a decline in the first-term reenlistment rate to two-thirds its value in the absence of the kicker. The two-thirds figure is purely conjectural, but there are good reasons to expect a sizable drop in reenlistment rates among enlistees who are eligible for the kickers. VEAP benefits do not directly change force structure by altering the term of enlistment. However, because of the effects of inflation, VEAP educational funds, once accumulated, can only decline in value over time. Thus, VEAP benefits provide a disincentive to reenlist, adversely affecting retention past the first term. Moreover, the VEAP kicker will probably attract enlistees who will be more predisposed to serve only a single term, and it will shift enlistees with these intentions into specialties for which the VEAP kickers are offered. The effects of the kickers on first-term attrition are uncertain; in modeling those effects, we have assumed that attrition rates and reenlistment rates after the first term remain unaffected.

The IRR option can be considered both as a means to increase reserve strength and as a means to stimulate enlistments into combat arms. Experience to date has been that few high-quality enlistees choose the IRR option and that, of all enlistees who choose the option, only 29 percent enlist in the Regular Army after completing basic training. We model their retention behavior as that of lower-quality three-year enlistees, except that, at the end of training, only 29 percent remain in service. In effect, this amounts to incorporating an additional reenlistment point for these recruits. It is interesting that this 29 percent figure is close to the first-term reenlistment rate for all Army personnel.

Table 7.1 provides summary statistics for the various retention models. Figures 7.1, 7.2, and 7.3 depict the retention curves that were used as a basis for the calculations. These curves also indicate the effects that the options would have on a steady-state force, namely, to reduce the proportion of senior personnel in certain categories. Figure 7.1 provides a plot of the estimated retention function for high-quality three-year enlistees; the corresponding curve for two-year enlistees is represented by broken lines. Figure 7.2 is a similar plot indicating the hypothesized response to the VEAP kicker. Figure 7.3 compares the retention curves for high- and lower-quality enlistees, thereby indicating the desirability of attracting more high-quality enlistees, provided they can be recruited at the same cost.

Table 7.1

SUMMARY STATISTICS FOR VARIOUS RETENTION MODELS: MALE NPS ARMY ENLISTEES

Item	High-quality			Lower-quality	
	3-year	2-year	VEAP Kicker	3-year	IRR Option
Expected years of service					
Active duty	4.5	3.9	4.0	4.0	1.4
IRR commitment	2.7	3.3	3.2	3.2	4.9
Steady-state experience levels					
% under 2 years	38	45	43	38	---
% under 3 years	56	52	63	54	---
% under 4 years	62	59	68	60	---
% under 10 years	84	81	86	82	---
First-term attrition percentage	22	19	22	39	14[a]
Regular Army transfer percentage	---	---	---	---	29[b]
Reenlistment percentage[c]					
First term	34	35	25[d]	38	---
Second term	68	68	68	70	---
Third term	73	73	73	75	---
Fourth term	87	87	87	88	---

[a] Through end of four months training.

[b] Based on data provided by Audrey Reeg, OASD(RA).

[c] As a percentage of those completing the term of service.

[d] Hypothetical reduction due to VEAP-kicker disincentive to reenlistment.

As the results in Table 7.1 show, the two-year option and the VEAP kickers result in a reduction in the average length of service. Under our assumptions, enlistees under the two-year option serve 13 percent less time on average than enlistees under a three-year enlistment, while enlistees under the VEAP kicker serve 11 percent less time. This implies, for example, that 13 percent more two-year enlistees would be needed to man the same size steady-state force that would otherwise be maintained by three-year enlistees.

The two-year option would lead to a marked reduction of experience levels. In a steady-state force maintained entirely by a two-year enlistment, high-quality males would average only 3.9 years of service, as compared with 4.5 years under a three-year term. Fully 45 percent of the force would have less than two years of service, as compared with 38 percent under the force maintained by a three-year enlistment. It should be emphasized that these

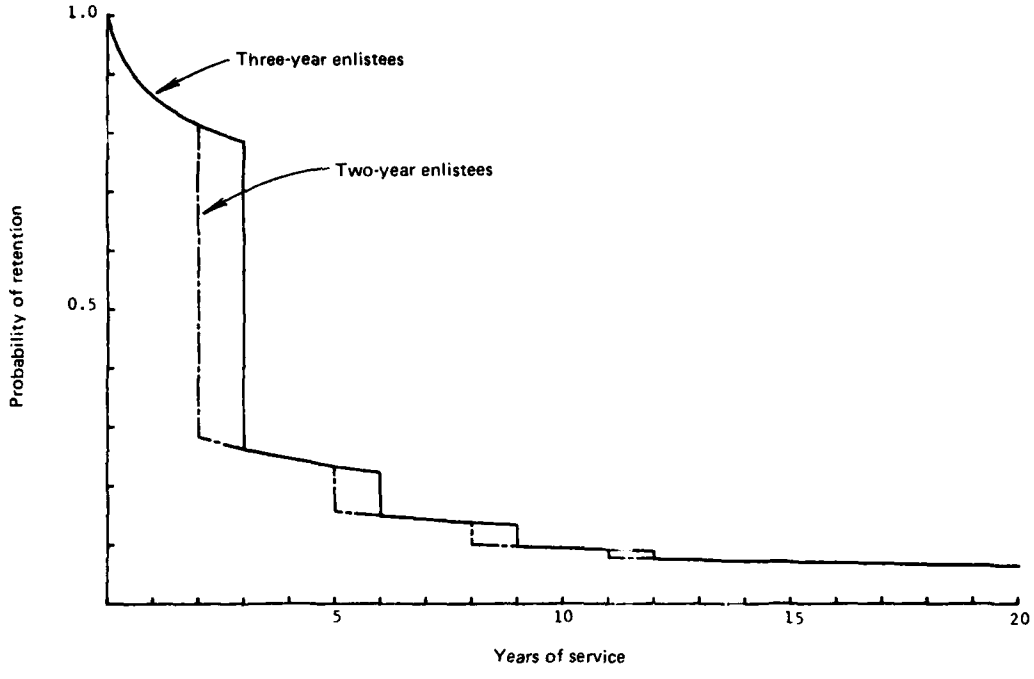

Fig. 7.1—Comparison of retention curves for high-quality male enlistees under two- and three-year terms of enlistment

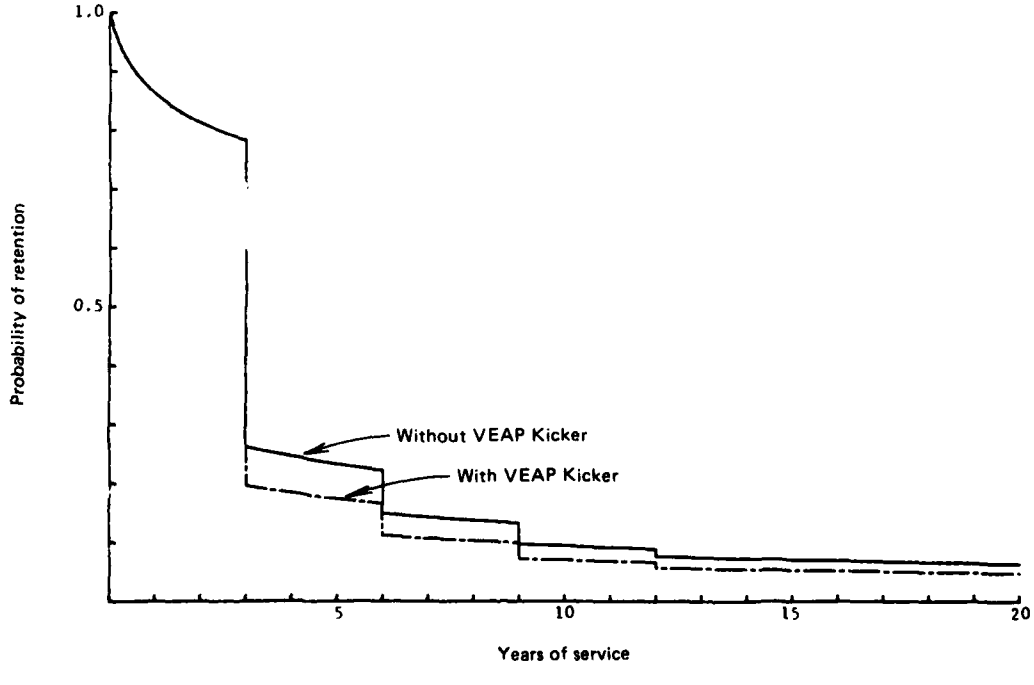

Fig. 7.2—Hypothetical comparison of retention curves for high-quality male enlistees with and without VEAP kickers

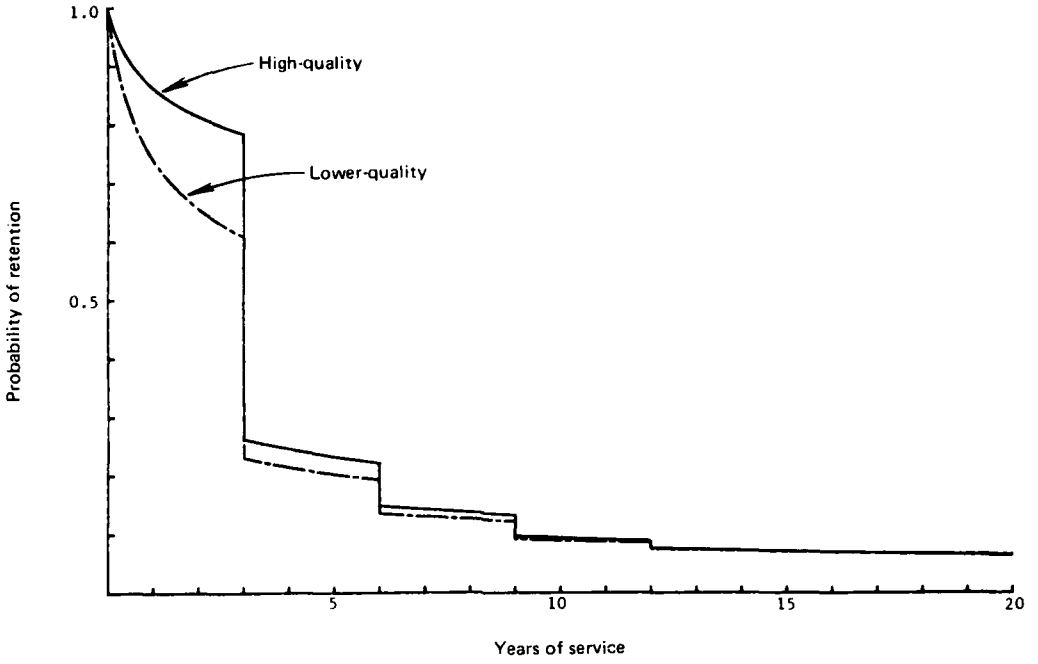

Fig. 7.3—Comparison of retention curves for high-quality and lower-quality male enlistees

changes in retention patterns apply only to the types of personnel who are affected by the options. If the two-year option is restricted to high-quality males in combat arms, then only the retention patterns of the two-year enlistees in combat arms should be materially affected. In this connection, many combat arms enlistees in two-year test areas continued to enlist for three or four years during the experiment. However, if the two-year option were to be implemented servicewide, it seems unlikely that many would sign up for more than two years unless added incentives were provided.

A growing body of defense literature supports the desirability of shifting to a more senior enlisted force. Cooper (1977, p. 311) estimates that first-term enlisted personnel are about twice as expensive per unit of productivity as are careerists. Although senior personnel cost more in terms of pay and allowances, productivity increases associated with increased experience more than offset the costs. Also, having a more senior force with less turnover cuts down on training costs and other inefficiencies associated with early attrition.

Shorter enlistment tours and enhanced postservice educational benefits, on the other hand, lead to a more junior force with a larger percentage of the force either in training or supervising recruits. Although incentives of this type may attract additional recruits, the

initial gains in first-term personnel must be balanced against future losses in the career force. Recruiting gains that merely offset later man-year losses are detrimental in the long run, because the gains are in low-productivity first-term personnel and the losses are at the first reenlistment point, when the soldiers have accumulated considerable experience.

While detailed cost-benefit calculations for alternative recruitment strategies are beyond the scope of this study, it is apparent that other incentives should be considered that might yield the same enlistment response without leading to a more junior force. In particular, Fernandez (1980) suggests that special purpose enlistment bonuses equivalent in cost to VEAP kickers would yield a larger enlistment response and would not have the detrimental features of postservice educational benefits.

When we compare different quality enlistees under the standard option, we see that lower-quality enlistees serve on the average 11 percent less time than do higher-quality enlistees. This is chiefly a result of the much higher first-term attrition rate among lower-quality enlistees. This finding confirms other evidence that lower-quality enlistees, especially nongraduates, are less likely to complete their first term of service. This effect is offset in part by slightly higher reenlistment rates among lower-quality enlistees, which may be due to their lesser opportunities in the civilian sector relative to those for high-quality enlistees.

COMPETITION AMONG THE OPTIONS

While enlistment incentives are usually targeted at a few specialties or at certain types of enlistees, the targeting is imperfect and may cause adverse consequences to the services. Many recruits who accept an enlistment incentive probably would have enlisted without it. For example, Grissmer et al. (1975), in a study of the Army's two-year "Travel and Training Option," found that about 85 percent of the enlistees under this option would have enlisted in the Army anyway. Thus, selective enlistment incentives can cause so-called "cannibalization" of enlistees from other options (and other services). If retention were unchanged under the incentive, then the only losses would be the costs of providing the incentive to enlistees for whom it was unneeded. However, when the incentive reduces the service provided by the enlistee, some or all of the gained service from "additional" enlistees (those who would not have enlisted otherwise) will be offset by the reduced service from those who would have enlisted without the incentive.

In the case of the VEAP kickers, it is possible that offering them as enlistment incentives in certain specialties might lead to reductions in retention rates in other specialties as a consequence of perceived inequities by men who do not benefit from the options. The possibility of negative side-effects on seemingly unaffected types of personnel is yet another complication in examining the feasibility of enlistment incentives.

Incentives targeted at certain specialties can result in redistribution of enlistees across specialties. For example, the MORE incentives were intended to foster substitution of high-quality for lower-quality enlistees in combat arms. Besides attracting high-quality enlistees who would have enlisted in combat arms under the standard option, some of the additional high-quality combat arms enlistees would have enlisted in a different specialty. If the same total enlistment in combat arms is maintained, displaced lower-quality enlistees might choose other specialties within the Army, rather than choose not to enlist. The result can be a redistribution of enlistees among occupational specialties.

Our analysis of MORE has not tried to assess the magnitude of these effects. By estimating the effects on enlistment in the force as a whole, we have avoided inflating the results by

including redistributive effects within the forces. The more detailed analysis needed to separate these various effects is beyond the scope of this report.

VIII. CONCLUSIONS

This report has assessed the enlistment responses to the MORE options during the first year of the test. In brief, none of the options elicited a sizable enlistment response among high-quality males. In particular, the two-year option yielded no apparent increase whatever in the Army, where it was most widely tested. In the Navy, the two-year option had no apparent effect when it was offered in conjunction with specific occupational specialties (Marine Engineering and Fireman), and it had only a small effect when it was opened to all General Detail recruits. The estimated response to the two-year option in the Marine Corps was about 20 percent, but the very small scale of the Marine Corps test precluded an accurate assessment of the response.

The effects of the VEAP kickers could not be estimated precisely in the Army test, but point estimates of the responses ranged between 4 and 8 percent. With this level of response, this option may be detrimental to the services in the long run because of the force structure implications. Since the VEAP kicker, in effect, provides a negative reenlistment bonus, the small positive enlistment responses associated with the kickers may be more than offset in later man-year losses.

Neither the two-year option nor the VEAP kickers led to a pronounced shift of enlistments into hard-to-fill occupational specialties. The IRR option, tested on a small scale in the Army and apparently not actively promoted in three AFEES, attracted a substantial number of lower-quality enlistments into combat arms. Although the expected years of service for these enlistees is small, the option may deserve further study as a means to attract enlistments into both combat arms and the reserves.

Analysis of the force structure implications of the MORE options leads to the conclusion that neither the two-year option nor the VEAP kickers provide feasible enlistment incentives unless they have large enlistment responses, which is not the case. These results, in conjunction with an earlier study by Fernandez (1980), indicate that combat arms enlistment bonuses may elicit higher enlistment responses with less damaging consequences for the Army's force structure.

Although the experiment had some shortcomings and the results were not conclusive in some cases, MORE provided valuable information on numerous enlistment incentives that have been under consideration for some time. The estimates of the enlistment responses to the various options and incentive packages will be useful in estimating the potential benefits of similar incentives and in planning other tests. While the experimental evidence failed to single out a particular incentive that shows great promise, MORE provided compelling evidence against some options that might have been implemented had the experiment not taken place. In particular, the evidence from MORE may have forestalled the implementation of shorter enlistment tours. Tested widely in three services with different restrictions and in conjunction with other options, the two-year option never attracted a sufficient response to justify implementing the option. The findings on the attractiveness of postservice educational benefits are less clear-cut, but they raise serious doubts about the desirability of using benefits of this type as enlistment incentives.

In conclusion, MORE did not reveal promising solutions to the military's recruitment problems, but it has forestalled the implementation of some options that would exacerbate the problems, and it has provided valuable information for structuring future recruitment strategies.

Appendix A

MILITARY OCCUPATIONAL SPECIALTIES ELIGIBLE FOR ENLISTMENT OPTIONS

Table A.1

MILITARY OCCUPATIONAL SPECIALTIES AUTHORIZED FOR TWO-YEAR ENLISTMENTS IN THE ARMY

MOS	Title
05B	Radio Operator
05C	Radio Teletype Operator
11B	Infantryman
11C	Indirect Fire Infantryman
12B	Combat Engineer
12C	Bridge Crewman
12E	Atomic Demolition Munitions Specialist
13B	Cannon Crewman
13E	Cannon Fire Direction Specialist
13F	Fire Support Specialist
15D	LANCE Missile Crewman
15E	PERSHING Missile crewman
15F	HONEST JOHN Rocket Crewman
15J	LANCE/HONEST JOHN Operations/Fire Direction Specialist
16B	HERCULES Missile Crewman
16C	HERCULES Fire Control Crewman
16D	HAWK Missile Crewman
16E	HAWK Fire Control Crewman
16H	Air Defense Artillery Operations and Intelligence Assistance
16J	Defense Acquisition Radar Operator
16P	Air Defense Artillery Short Range Missile Crewman
16R	Air Defense Artillery Short Range Gunnery Crewman
17B	Field Artillery Radar Crewman
17C	Field Artillery Target Acquisition Specialist
19D	Cavalry Scout
19E	M48-M60A1/A3 Armor Crewman
19F	Tank Driver
19J	M60A2 Armor Crewman
36K	Tactical Wire Operations Specialist
72E	Telecommunications Center Operator
82C	Field Artillery Surveyor
95B	Military Police

Table A.2

Military Occupational Specialties Authorized for VEAP Kickers in the Army

MOS	Title
05D	EW/SIGINT Emitter Identifier/Locator
05G	Signal Security Specialist
05H	EW/SIGINT Morse Interceptor
05K	EW/SIGINT Non-Morse Interceptor
11B	Infantryman
11C	Indirect Fire Infantryman
12C	Bridge Crewman
12E	Atomic Demolition Munitions Specialist
13B	Cannon Crewman
13E	Cannon Fire Direction Specialist
13F	Fire Support Specialist
15D	LANCE Missile Crewman
15E	PERSHING Missile crewman
16B	HERCULES Missile Crewman
16C	HERCULES Fire Control Crewman
16D	HAWK Missile Crewman
16E	HAWK Fire Control Crewman
16P	Air Defense Artillery Short Range Missile Crewman
17B	Field Artillery Radar Crewman
19D	Cavalry Scout
19E	M48-M60A1/A3 Armor Crewman
19F	Tank Driver
19J	M60A2 Armor Crewman
43E	Parachute Rigger
45K	Tank Turret Repairman
45N	Tank Turret Mechanic
54E	Chemical Operations Specialist
55B	Ammunition Specialist
55G	Nuclear Weapons Maintenance Specialist
63F	Recovery Specialist
96C	Interrogator
98G	EW/SIGINT Voice Interceptor

Appendix B

ASSIGNMENTS OF AFEES TO TEST AREAS

AFEES Location	Test Area Assignment			AFEES Location	Test Area Assignment		
	Army	Navy	USMC		Army	Navy	USMC
Albany, NY	6	E	2	Amarillo, TX	2	E	2
Baltimore, MD	2	E	2	Dallas, TX	5	E	1
Beckley, WV	1A	E	2	El Paso, TX	2	E	2
Boston, MA	1A	E	2	Houston, TX	7	E	2
Buffalo, NY	1B	E	2	Little Rock, AR	6	E	2
Cincinnati, OH	1B	E	2	New Orleans, LA	4	E	2
Cleveland, OH	1B	B	2	Oklahoma City, OK	2	E	2
Columbus, OH	5	E	2	San Antonio, TX	1B	C	2
Harrisburg, PA	5	E	2	Shreveport, LA	6	E	2
Louisville, KY	2	E	2	Chicago, IL	1A	E	2
Manchester, NH	6	E	2	Denver, CO	4	E	2
Newark, NJ	1A	E	2	Des Moines, IA	1B	E	2
New Haven, CT	1A	E	2	Detroit, MI	3	E	2
Philadelphia, PA	1B	D	2	Fargo, ND	7	E	2
Pittsburgh, PA	4	F	2	Indianapolis, IN	4	E	2
Portland, ME	6	E	2	Kansas City, KS	1B	C	2
Richmond, VA	5	E	1	Milwaukee, WI	6	E	2
Springfield, MA	1B	E	2	Minneapolis, MN	1B	A	2
Syracuse, NY	3	E	2	Omaha, NE	7	E	2
Wilkes-Barre, PA	5	E	2	Sioux Falls, SD	7	E	2
Fort Hamilton, NY	1A	E	2	St. Louis, MO	2	E	2
Atlanta, GA	4	F	2	Boise, ID	1A	E	2
Charlotte, NC	1B	E	2	Butte, MT	1B	E	2
Coral Gables, FL	1B	C	2	Salt Lake City, UT	1A	E	2
Fort Jackson, SC	1B	D	2	Fresno, CA	1B	D	2
Jackson, MS	3	E	2	Los Angeles, CA	1A	E	2
Jacksonville, FL	1B	B	2	Oakland, CA	1B	D	2
Knoxville, TN	1B	E	2	Phoenix, AZ	3	E	2
Memphis, TN	3	E	2	Portland, OR[a]	1A, 7	E	2
Montgomery, AL	1B	A	2	Seattle, WA	6	E	2
Nashville, TN	1B	E	2	Spokane, WA	6	E	2
Raleigh, NC	7	E	2	Anchorage, AK	5	E	2
San Juan, PR	1B	E	2	Honolulu, HI	5	E	2
Albuquerque, NM	2	E	2	Guam	5	E	2

[a]For tabulations of test area performances reported in this study, the AFEES at Portland, Oregon, is considered to belong to Test Area 1A only, although it also offered the IRR option from April to September.

Appendix C

ENLISTMENTS IN THE ARMED FORCES BY SERVICE, MONTH, SEX, AND QUALITY, 1978 AND 1979

Table C.1

Number of NPS Enlistments in the U.S. Army by AFEES and Month for 1978

CATEGORY OF ENLISTEES: Both Sexes

Location	1st Quarter				2nd Quarter				3rd Quarter				4th Quarter				Total
	Jan.	Feb.	Mar.	Total	Apr.	May	Jun.	Total	Jul.	Aug.	Sep.	Total	Oct.	Nov.	Dec.	Total	1978
TEST AREA 1A																	
Beckley, WV	88	119	65	272	59	49	85	193	67	92	78	237	87	84	65	236	938
Boise, ID	31	27	15	73	16	10	22	48	13	17	21	51	29	30	38	97	269
Boston, MA	303	238	260	801	166	146	193	505	220	289	185	694	195	213	230	638	2638
Chicago, IL	395	301	391	1087	351	269	390	1010	388	467	396	1251	385	420	425	1230	4578
Fort Hamilton, NY	389	300	309	998	233	242	240	715	293	369	315	977	302	343	336	981	3671
Los Angeles, CA	507	526	444	1477	366	379	430	1175	482	505	394	1381	347	351	333	1031	5064
New Haven, CT	66	88	65	219	46	46	40	132	49	75	51	175	55	80	54	189	715
Newark, NJ	280	256	231	767	177	148	186	511	161	215	177	553	207	234	197	638	2469
Portland, OR	89	130	108	327	92	98	105	295	112	109	103	324	86	103	110	299	1245
Salt Lake City, UT	40	37	44	121	37	29	45	111	33	53	45	131	36	51	33	120	483
Total	2188	2022	1932	6142	1543	1416	1736	4695	1818	2191	1765	5774	1729	1909	1821	5459	22070
TEST AREA 1B																	
Buffalo, NY	134	119	89	342	98	75	69	242	117	127	106	350	118	115	115	348	1282
Butte, MT	39	37	28	104	22	19	25	66	34	27	40	101	15	26	32	73	344
Charlotte, NC	303	262	239	804	174	190	192	556	212	190	248	650	215	210	222	647	2657
Cincinnati, OH	204	227	170	601	159	140	185	484	184	184	153	521	138	172	150	460	2066
Cleveland, OH	318	396	308	1022	253	215	224	692	220	223	225	668	243	275	270	788	3170
Coral Gables, FL	258	242	257	757	201	209	263	673	233	228	270	731	196	227	178	601	2762
Des Moines, IA	137	127	96	360	72	71	90	233	86	75	70	231	89	120	103	312	1136
Fort Jackson, SC	284	228	274	786	259	228	281	768	185	289	279	753	273	336	241	850	3157
Fresno, CA	88	116	107	311	85	96	106	287	128	85	93	306	110	109	103	322	1226
Jacksonville, FL	417	359	378	1154	274	280	388	942	272	350	374	996	303	376	313	992	4084
Kansas City, KS	170	160	120	450	103	115	146	364	142	167	124	433	134	156	175	465	1712
Knoxville, TN	150	126	86	362	84	57	92	233	105	137	95	337	120	133	128	381	1313
Minneapolis, MN	148	179	173	500	130	116	119	365	98	144	117	359	137	180	165	482	1706
Montgomery, AL	423	267	352	1042	247	227	309	783	254	302	324	880	328	330	333	991	3696
Nashville, TN	148	142	88	378	72	73	84	229	114	118	98	330	96	124	134	354	1291
Oakland, CA	378	324	307	1009	303	272	347	922	306	337	299	942	268	268	300	836	3709
Philadelphia, PA	366	278	289	933	224	202	170	596	171	273	211	655	178	201	209	588	2772
San Antonio, TX	197	178	165	540	113	120	164	397	120	162	135	417	170	173	159	502	1856
Springfield, MA	66	61	80	207	41	37	44	122	45	72	49	166	38	57	54	149	644
Total	4228	3828	3606	11662	2914	2742	3298	8954	3026	3490	3310	9826	3169	3588	3384	10141	40583
TEST AREA 2																	
Albuquerque, NM	56	38	52	146	47	52	48	147	51	36	31	118	57	54	32	143	554
Amarillo, TX	42	35	39	116	47	28	39	114	32	43	38	113	38	28	25	91	434
Baltimore, MD	376	404	364	1144	262	269	296	827	294	386	327	1007	251	315	292	858	3836
El Paso, TX	68	61	84	213	58	37	77	172	73	83	60	216	54	40	46	140	741
Louisville, KY	164	168	150	482	132	134	165	431	130	139	140	409	156	194	201	551	1873
Oklahoma City, OK	117	110	118	345	116	79	99	294	127	125	112	364	116	118	122	356	1359
St. Louis, MO	258	232	263	753	193	179	247	619	239	255	200	694	232	249	240	721	2787
Total	1081	1048	1070	3199	855	778	971	2604	946	1067	908	2921	904	998	958	2860	11584

Table C.1—continued

Location	1st Quarter				2nd Quarter				3rd Quarter				4th Quarter				Total
	Jan.	Feb.	Mar.	Total	Apr.	May	Jun.	Total	Jul.	Aug.	Sep.	Total	Oct.	Nov.	Dec.	Total	1978
TEST AREA 3																	
Detroit, MI	384	449	350	1183	301	231	238	770	285	319	257	861	301	320	269	890	3704
Jackson, MS	139	131	85	355	94	89	120	303	99	115	84	298	95	102	114	311	1267
Memphis, TN	160	169	170	499	142	111	157	410	138	154	139	431	171	160	174	505	1845
Phoenix, AZ	153	139	170	462	91	108	155	354	153	158	119	430	131	123	129	383	1629
Syracuse, NY	150	151	134	435	107	83	81	271	109	127	97	333	111	123	117	351	1390
Total	986	1039	909	2934	735	622	751	2108	784	873	696	2353	809	828	803	2440	9835
TEST AREA 4																	
Atlanta, GA	341	320	225	886	258	231	292	781	288	327	301	916	292	393	392	1077	3660
Denver, CO	226	171	141	538	118	115	116	349	145	171	122	438	135	191	166	492	1817
Indianapolis, IN	171	217	151	539	109	130	166	405	152	172	174	498	165	162	190	517	1959
New Orleans, LA	138	106	104	348	83	97	115	295	105	100	128	333	103	108	135	346	1322
Pittsburgh, PA	185	191	162	538	107	98	119	324	116	159	137	412	146	146	135	427	1701
Total	1061	1005	783	2849	675	671	808	2154	806	929	862	2597	841	1000	1018	2859	10459
TEST AREA 5																	
Columbus, OH	138	210	171	519	114	99	150	363	124	140	121	385	109	155	140	404	1671
Dallas, TX	229	158	153	540	128	107	166	401	169	187	122	478	174	164	137	475	1894
Harrisburg, PA	138	120	108	366	60	60	66	186	68	83	73	224	80	87	85	252	1028
Richmond, VA	382	280	294	956	228	208	252	688	267	351	271	889	250	318	306	874	3407
Wilkes-Barre, PA	131	121	103	355	83	78	50	211	74	89	78	241	80	99	104	283	1090
Total	1018	889	829	2736	613	552	684	1849	702	850	665	2217	693	823	772	2288	9090
TEST AREA 6																	
Albany, NY	133	112	99	344	67	53	68	188	65	90	60	215	84	86	115	285	1032
Little Rock, AR	153	126	91	370	88	84	100	272	88	111	90	289	119	130	119	368	1299
Manchester, NH	74	96	87	257	70	53	38	161	50	48	55	153	77	71	49	197	768
Milwaukee, WI	170	152	174	496	107	97	135	339	146	165	120	431	129	119	120	368	1634
Portland, ME	106	97	93	296	60	48	36	144	39	55	60	154	69	61	81	211	805
Seattle, WA	129	102	95	326	94	61	95	250	85	70	72	227	81	74	85	240	1043
Shreveport, LA	139	88	102	329	81	62	100	243	82	80	75	237	100	83	94	277	1086
Spokane, WA	78	73	38	185	40	29	43	112	43	36	39	118	35	36	46	117	532
Total	978	846	779	2603	607	487	615	1709	598	655	571	1824	694	660	709	2063	8199
TEST AREA 7																	
Fargo, ND	66	47	55	168	38	28	36	102	23	53	36	112	41	50	35	126	508
Houston, TX	223	173	184	580	124	116	197	437	179	206	125	510	182	184	201	567	2094
Omaha, NE	76	71	67	214	67	51	59	177	77	47	57	181	50	70	89	209	781
Raleigh, NC	254	189	170	613	176	180	154	510	144	172	217	533	201	237	243	681	2337
Sioux Falls, SD	52	51	48	151	28	33	33	94	36	44	40	120	40	40	53	133	498
Total	671	531	524	1726	433	408	479	1320	459	522	475	1456	514	581	621	1716	6218
OUTLYING AREAS																	
Anchorage, AK	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	10	7	12	29	29
Guam	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	36	32	23	91	91
Honolulu, HA	61	69	74	204	53	57	58	168	55	95	52	202	59	74	78	211	785
San Juan, PR	161	228	241	630	183	259	325	767	190	288	244	722	227	243	234	704	2823
Total	222	297	315	834	236	316	383	935	245	383	296	924	332	356	347	1035	3728
GRAND TOTAL	12433	11505	10747	34685	8611	7992	9725	26328	9384	10960	9548	29892	9685	10743	10433	30861	121766

Table C.2

Number of NPS Enlistments in the U.S. Army by AFEES and Month for 1979

CATEGORY OF ENLISTEES: Both Sexes

Location	1st Quarter				2nd Quarter				3rd Quarter				4th Quarter				Total
	Jan.	Feb.	Mar.	Total	Apr.	May.	Jun.	Total	Jul.	Aug.	Sep.	Total	Oct.	Nov.	Dec.	Total	1979
TEST AREA 1A																	
Beckley, WV	95	73	79	247	67	79	79	225	80	97	78	255	98	91	76	265	992
Boise, ID	41	36	36	113	26	29	36	91	52	38	23	113	36	47	45	128	445
Boston, MA	305	279	291	875	265	210	239	714	299	297	249	845	306	267	273	846	3280
Chicago, IL	445	459	364	1268	458	471	470	1399	454	509	442	1405	613	584	478	1675	5747
Fort Hamilton, NY	405	381	240	1026	385	381	346	1112	399	428	469	1296	588	564	395	1547	4981
Los Angeles, CA	511	432	470	1413	535	571	570	1676	635	696	681	2012	772	637	469	1878	6979
New Haven, CT	70	65	68	203	69	54	66	189	62	69	81	212	86	94	72	252	856
Newark, NJ	275	226	245	746	307	290	237	834	279	323	288	890	334	355	286	975	3445
Portland, OR	130	131	129	390	114	95	123	332	138	132	124	394	130	130	157	417	1533
Salt Lake City, UT	48	48	61	157	41	46	63	150	48	46	48	142	51	57	59	167	616
Total	2325	2130	1983	6438	2267	2226	2229	6722	2446	2635	2483	7564	3014	2826	2310	8150	28874
TEST AREA 1B																	
Buffalo, NY	135	149	142	426	126	113	94	333	131	142	138	411	145	165	138	448	1618
Butte, MT	54	46	38	138	39	26	49	114	50	33	35	118	40	52	49	141	511
Charlotte, NC	255	230	245	730	227	210	146	583	82	120	137	339	227	200	149	576	2228
Cincinnati, OH	207	193	188	588	173	170	204	547	262	280	224	766	267	214	202	683	2584
Cleveland, OH	373	348	335	1056	311	275	316	902	372	361	337	1070	388	376	328	1092	4120
Coral Gables, FL	247	193	199	639	222	243	272	737	306	246	251	803	323	255	185	763	2942
Des Moines, IA	126	112	122	360	85	69	98	252	118	101	103	322	141	118	153	412	1346
Fort Jackson, SC	338	246	259	843	330	324	332	986	270	289	272	831	345	318	167	830	3490
Fresno, CA	121	120	131	372	111	117	121	349	154	143	107	404	145	113	117	375	1500
Jacksonville, FL	489	358	430	1277	393	406	434	1233	547	592	557	1696	517	465	402	1384	5590
Kansas City, KS	193	186	170	549	151	207	178	536	225	248	201	674	282	261	220	763	2522
Knoxville, TN	148	169	130	447	122	118	139	379	154	168	109	431	179	152	97	428	1685
Minneapolis, MN	213	164	200	577	164	157	164	485	208	212	159	579	228	251	189	668	2309
Montgomery, AL	486	384	377	1247	319	384	308	1011	252	283	139	674	281	260	209	750	3682
Nashville, TN	152	125	107	384	129	121	148	398	150	136	90	376	139	137	103	379	1537
Oakland, CA	409	348	379	1136	382	364	332	1078	392	409	359	1160	439	424	342	1205	4579
Philadelphia, PA	325	236	309	870	324	263	270	857	336	326	264	926	325	342	185	852	3505
San Antonio, TX	215	195	221	631	202	193	255	650	248	201	161	610	229	207	239	675	2566
Springfield, MA	104	71	78	253	72	55	54	181	64	65	66	195	107	90	89	286	915
Total	4590	3873	4060	12523	3882	3815	3914	11611	4321	4355	3709	12385	4747	4400	3563	12710	49229
TEST AREA 2																	
Albuquerque, NM	71	57	90	218	63	52	49	164	79	69	49	197	64	53	74	191	770
Amarillo, TX	39	38	35	112	37	33	34	104	36	41	19	96	42	41	33	116	428
Baltimore, MD	436	329	350	1115	368	345	352	1065	458	492	390	1340	436	400	300	1136	4656
El Paso, TX	72	52	55	179	60	78	92	230	92	102	78	272	89	75	77	241	922
Louisville, KY	243	220	202	665	183	203	201	587	222	197	182	601	247	225	149	621	2474
Oklahoma City, OK	155	100	114	369	84	99	134	317	120	143	101	364	161	138	128	427	1477
St. Louis, MO	351	284	245	880	304	266	338	908	353	399	268	1020	396	374	275	1045	3853
Total	1367	1080	1091	3538	1099	1076	1200	3375	1360	1443	1087	3890	1435	1306	1036	3777	14580

Table C.2—continued

Location	1st Quarter				2nd Quarter				3rd Quarter				4th Quarter				Total
	Jan.	Feb.	Mar.	Total	Apr.	May.	Jun.	Total	Jul.	Aug.	Sep.	Total	Oct.	Nov.	Dec.	Total	1979
TEST AREA 3																	
Detroit, MI	404	333	281	1018	330	300	350	980	383	483	428	1294	595	518	467	1580	4872
Jackson, MS	140	106	131	377	102	130	125	357	119	155	132	406	142	122	131	395	1535
Memphis, TN	202	145	179	526	192	180	189	561	182	230	168	580	193	190	168	551	2218
Phoenix, AZ	168	161	178	507	153	139	169	461	207	204	186	597	222	193	174	589	2154
Syracuse, NY	125	136	127	388	128	108	87	323	121	114	140	375	160	157	169	486	1572
Total	1039	881	896	2816	905	857	920	2682	1012	1186	1054	3252	1312	1180	1109	3601	12351
TEST AREA 4																	
Atlanta, GA	439	397	403	1239	455	380	347	1182	437	368	336	1141	362	331	224	917	4479
Denver, CO	213	212	197	622	171	169	149	489	196	175	173	544	176	218	176	570	2225
Indianapolis, IN	244	205	226	675	169	224	263	656	268	279	228	775	314	289	246	849	2955
New Orleans, LA	151	127	144	422	135	144	146	425	140	168	161	469	186	139	132	457	1773
Pittsburgh, PA	193	159	131	483	160	125	146	431	165	157	197	519	208	199	175	582	2015
Total	1240	1100	1101	3441	1090	1042	1051	3183	1206	1147	1095	3448	1246	1176	953	3375	13447
TEST AREA 5																	
Columbus, OH	177	142	126	445	132	115	150	397	196	191	159	546	235	254	189	678	2066
Dallas, TX	175	140	214	529	184	188	151	523	152	144	113	409	188	174	162	524	1985
Harrisburg, PA	105	99	112	316	9	98	90	286	133	119	118	370	173	128	121	422	1394
Richmond, VA	461	351	353	1165	214	314	382	970	343	375	303	1021	365	329	263	957	4113
Wilkes-Barre, PA	120	100	100	320	105	63	78	246	105	93	84	282	126	119	111	356	1204
Total	1038	832	905	2775	793	778	851	2422	929	922	777	2628	1087	1004	846	2937	10762
TEST AREA 6																	
Albany, NY	107	102	110	319	102	71	65	238	103	87	105	295	129	124	135	388	1240
Little Rock, AR	141	121	108	370	104	114	115	333	119	95	105	319	127	127	100	354	1376
Manchester, NH	81	81	84	246	74	68	60	202	76	76	48	200	109	85	86	280	928
Milwaukee, WI	150	155	147	452	147	139	137	423	168	148	168	484	242	224	156	622	1981
Portland, ME	76	92	83	251	58	57	55	170	85	100	71	256	82	92	80	254	931
Seattle, WA	109	90	107	306	108	103	85	296	120	143	101	364	139	145	140	424	1390
Shreveport, LA	114	90	103	307	92	94	98	284	96	137	84	317	117	147	117	381	1289
Spokane, WA	80	60	71	211	45	49	33	127	63	77	47	187	80	82	64	226	751
Total	858	791	813	2462	730	695	648	2073	830	863	729	2422	1025	1026	878	2929	9886
TEST AREA 7																	
Fargo, ND	53	43	65	161	38	32	34	104	39	40	23	102	49	48	35	132	499
Houston, TX	250	197	202	649	213	176	179	568	219	237	138	594	231	236	233	700	2511
Omaha, NE	98	67	66	231	83	63	76	222	83	98	62	243	81	76	65	222	918
Raleigh, NC	284	223	271	778	235	246	209	690	216	275	232	723	238	225	161	624	2815
Sioux Falls, SD	59	47	54	160	39	43	44	126	42	68	44	154	65	62	53	180	620
Total	744	577	658	1979	608	560	542	1710	599	718	499	1816	664	647	547	1858	7363
OUTLYING AREAS																	
Anchorage, AK	15	10	13	38	17	11	13	41	7	25	15	47	17	32	13	62	188
Guam	25	19	35	79	37	35	29	101	22	25	31	78	26	29	25	80	338
Honolulu, HA	56	45	70	171	47	61	71	179	68	54	50	172	65	71	54	190	712
San Juan, PR	302	203	273	778	244	263	256	763	251	134	126	511	151	242	196	589	2641
Total	398	277	391	1066	345	370	369	1084	348	238	222	808	259	374	288	921	3879
GRAND TOTAL	13599	11541	11898	37038	11719	11419	11724	34862	13051	13507	11655	38213	14789	13939	11530	40258	150371

Table C.3

Number of NPS Enlistments in the U.S. Army by AFEES and Month for 1978

CATEGORY OF ENLISTEES: Males

Location	1st Quarter				2nd Quarter				3rd Quarter				4th Quarter				Total
	Jan.	Feb.	Mar.	Total	Apr.	May.	Jun.	Total	Jul.	Aug.	Sep.	Total	Oct.	Nov.	Dec.	Total	1978
TEST AREA 1A																	
Beckley, WV	82	109	60	251	49	45	69	163	61	82	63	206	75	71	58	204	824
Boise, ID	26	22	14	62	13	8	17	38	12	15	20	47	24	27	34	85	232
Boston, MA	259	203	226	688	132	113	158	403	173	253	147	573	171	173	204	548	2212
Chicago, IL	342	258	333	933	287	202	314	803	325	387	326	1038	333	379	377	1089	3863
Fort Hamilton, NY	357	281	274	912	196	212	200	608	241	301	261	803	257	296	298	851	3174
Los Angeles, CA	453	477	382	1312	308	330	368	1006	399	417	338	1154	296	313	286	895	4367
New Haven, CT	61	77	58	196	31	34	32	97	37	64	35	136	44	71	44	159	588
Newark, NJ	250	232	188	670	141	128	151	420	130	173	150	453	173	203	174	550	2093
Portland, OR	75	102	87	264	75	77	93	245	100	88	81	269	77	91	103	271	1049
Salt Lake City, UT	34	33	40	107	34	25	40	99	28	47	37	112	33	40	31	104	422
Total	1939	1794	1662	5395	1266	1174	1442	3882	1506	1827	1458	4791	1483	1664	1609	4756	18824
TEST AREA 1B																	
Buffalo, NY	111	101	75	287	70	55	51	176	95	100	91	286	100	101	97	298	1047
Butte, MT	31	27	22	80	20	16	17	53	28	24	34	86	12	22	25	59	278
Charlotte, NC	272	242	209	723	143	144	145	432	165	151	197	513	181	183	199	563	2231
Cincinnati, OH	196	206	153	555	133	108	153	394	146	152	132	430	119	143	132	394	1773
Cleveland, OH	275	348	245	868	203	172	173	548	176	183	178	537	210	243	226	679	2632
Coral Gables, FL	238	212	231	681	182	175	223	580	200	189	221	610	150	186	151	487	2358
Des Moines, IA	128	111	86	325	64	57	74	195	64	63	55	182	74	107	91	272	974
Fort Jackson, SC	263	211	246	720	221	187	230	638	157	234	223	614	222	297	220	739	2711
Fresno, CA	78	105	97	280	74	81	97	252	114	67	76	257	98	104	97	299	1088
Jacksonville, FL	401	332	348	1081	231	224	312	767	223	282	311	816	265	342	274	881	3545
Kansas City, KS	154	149	106	409	87	95	124	306	123	136	110	369	107	140	161	408	1492
Knoxville, TN	139	116	75	330	72	48	74	194	92	123	86	301	109	119	117	345	1170
Minneapolis, MN	126	155	147	428	103	97	92	292	83	126	100	309	114	157	145	416	1445
Montgomery, AL	401	240	316	957	201	182	232	615	196	243	247	686	259	273	297	829	3087
Nashville, TN	140	132	82	354	62	68	64	194	97	105	89	291	89	113	116	318	1157
Oakland, CA	338	286	272	896	244	226	283	753	246	277	249	772	234	228	269	731	3152
Philadelphia, PA	328	240	236	804	179	170	122	471	132	217	174	523	141	173	187	501	2299
San Antonio, TX	184	170	150	504	101	104	148	353	103	139	112	354	147	150	146	443	1654
Springfield, MA	61	54	62	177	28	29	30	87	39	59	40	138	31	50	45	126	528
Total	3864	3437	3158	10459	2418	2238	2644	7300	2479	2870	2725	8074	2662	3131	2995	8788	34621
TEST AREA 2																	
Albuquerque, NM	55	35	45	135	41	44	41	126	46	29	21	96	50	49	30	129	486
Amarillo, TX	38	32	35	105	44	23	35	102	29	38	35	102	36	25	25	86	395
Baltimore, MD	355	374	327	1056	235	232	239	706	244	317	274	835	225	276	254	755	3352
El Paso, TX	67	60	74	201	50	32	64	146	63	66	54	183	47	36	40	123	653
Louisville, KY	153	158	140	451	106	111	133	350	121	130	131	382	136	170	178	484	1667
Oklahoma City, OK	106	97	109	312	99	74	85	258	115	111	95	321	101	102	114	317	1208
St. Louis, MO	227	210	237	674	162	152	207	521	201	224	167	592	196	215	220	631	2418
Total	1001	966	967	2934	737	668	804	2209	819	915	777	2511	791	873	861	2525	10179

Table C.3—continued

Location	1st Quarter				2nd Quarter				3rd Quarter				4th Quarter				Total
	Jan.	Feb.	Mar.	Total	Apr.	May.	Jun.	Total	Jul.	Aug.	Sep.	Total	Oct.	Nov.	Dec.	Total	1978
TEST AREA 3																	
Detroit, MI	327	383	296	1006	242	181	178	601	217	266	212	695	250	273	225	748	3050
Jackson, MS	122	123	79	324	88	75	100	263	87	94	76	257	84	92	94	270	1114
Memphis, TN	144	151	159	454	112	97	131	340	112	128	115	355	147	135	155	437	1586
Phoenix, AZ	136	121	152	409	82	91	137	310	133	138	101	372	116	108	117	341	1432
Syracuse, NY	133	124	103	360	85	66	66	217	96	110	72	278	86	106	95	287	1142
Total	862	902	789	2553	609	510	612	1731	645	736	576	1957	683	714	686	2083	8324
TEST AREA 4																	
Atlanta, GA	310	284	204	798	219	201	248	668	231	265	250	746	236	346	338	920	3132
Denver, CO	200	140	129	469	99	98	85	282	128	141	94	363	110	173	143	426	1540
Indianapolis, IN	156	197	138	491	94	112	144	350	134	153	155	442	147	148	177	472	1755
New Orleans, LA	134	94	96	324	72	90	101	263	79	81	118	278	94	93	126	313	1178
Pittsburgh, PA	166	168	133	467	88	73	96	257	94	132	111	337	118	122	118	358	1419
Total	966	883	700	2549	572	574	674	1820	666	772	728	2166	705	882	902	2489	9024
TEST AREA 5																	
Columbus, OH	122	189	147	458	90	81	127	298	104	117	101	322	92	134	121	347	1425
Dallas, TX	216	145	131	492	113	90	145	348	139	163	105	407	162	147	123	432	1679
Harrisburg, PA	120	106	94	320	48	51	41	140	61	69	61	191	67	80	74	221	872
Richmond, VA	350	251	252	853	188	162	193	543	230	286	217	733	217	284	278	779	2908
Wilkes-Barre, PA	109	104	86	299	69	56	43	168	55	67	62	184	68	88	95	251	902
Total	917	795	710	2422	508	440	549	1497	589	702	546	1837	606	733	691	2030	7786
TEST AREA 6																	
Albany, NY	108	95	76	279	51	35	45	131	48	67	41	156	67	69	92	228	794
Little Rock, AR	141	115	78	334	78	73	82	233	77	94	77	248	106	124	108	338	1153
Manchester, NH	70	81	68	219	59	34	31	124	42	45	40	127	62	56	41	159	629
Milwaukee, WI	124	126	147	397	76	73	102	251	107	127	103	337	110	95	106	311	1296
Portland, ME	97	84	86	267	45	40	28	113	35	47	55	137	55	55	74	184	701
Seattle, WA	110	89	78	277	75	47	82	204	76	54	58	188	63	66	69	198	867
Shreveport, LA	134	83	95	312	75	56	84	215	71	68	63	202	92	74	86	252	981
Spokane, WA	57	55	31	143	25	20	35	80	33	27	25	85	28	29	44	101	409
Total	841	728	659	2228	484	378	489	1351	489	529	462	1480	583	568	620	1771	6830
TEST AREA 7																	
Fargo, ND	60	42	47	149	30	22	34	86	20	41	31	92	35	46	34	115	442
Houston, TX	207	158	162	527	102	99	176	377	157	179	102	438	155	172	188	515	1857
Omaha, NE	70	65	56	191	53	31	44	128	68	38	48	154	43	59	79	181	654
Raleigh, NC	247	180	162	589	144	151	127	422	117	146	183	446	172	204	223	599	2056
Sioux Falls, SD	42	43	37	122	20	27	25	72	23	35	34	92	32	36	36	104	390
Total	626	488	464	1578	349	330	406	1085	385	439	398	1222	437	517	560	1514	5399
OUTLYING AREAS																	
Anchorage, AK	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	8	7	12	27	27
Guam	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	32	31	23	86	86
Honolulu, HA	56	63	70	189	46	53	54	153	46	88	44	178	49	67	73	189	709
San Juan, PR	157	219	226	602	165	239	288	692	149	244	218	611	200	223	221	644	2549
Total	213	282	296	791	211	292	342	845	195	332	262	789	289	328	329	946	3371
GRAND TOTAL	11229	10275	9405	30909	7154	6604	7962	21720	7773	9122	7932	24827	8239	9410	9253	26902	104358

Table C.4

Number of NPS Enlistments in the U.S. Army by AFEES and Month for 1979

CATEGORY OF ENLISTEES: Males

Location	1st Quarter				2nd Quarter				3rd Quarter				4th Quarter				Total
	Jan.	Feb.	Mar.	Total	Apr.	May.	Jun.	Total	Jul.	Aug.	Sep.	Total	Oct.	Nov.	Dec.	Total	1979
TEST AREA 1A																	
Beckley, WV	85	67	64	216	52	64	63	179	75	80	64	219	84	70	64	218	832
Boise, ID	38	33	32	103	24	22	32	78	43	30	19	92	27	44	42	113	386
Boston, MA	264	242	254	760	203	167	199	569	242	264	197	703	238	213	232	683	2715
Chicago, IL	400	398	317	1115	342	383	390	1115	387	429	321	1137	479	479	404	1362	4729
Fort Hamilton, NY	363	347	218	928	291	287	275	853	324	334	367	1025	447	450	317	1214	4020
Los Angeles, CA	461	397	407	1265	442	467	485	1394	549	609	519	1677	616	508	394	1518	5854
New Haven, CT	61	51	60	172	45	32	47	124	51	60	51	162	63	68	55	186	644
Newark, NJ	243	201	211	655	219	226	178	623	232	258	227	717	257	267	212	736	2731
Portland, OR	120	118	110	348	95	81	111	287	122	114	100	336	105	111	142	358	1329
Salt Lake City, UT	44	41	52	137	32	39	53	124	40	45	39	124	37	46	51	134	519
Total	2079	1895	1725	5699	1745	1768	1833	5346	2065	2223	1904	6192	2353	2256	1913	6522	23759
TEST AREA 1B																	
Buffalo, NY	111	118	113	342	96	83	64	243	107	112	108	327	116	128	118	362	1274
Butte, MT	50	38	35	123	30	20	34	84	46	28	27	101	33	41	41	115	423
Charlotte, NC	217	199	212	628	156	164	115	435	71	102	112	285	164	161	125	450	1798
Cincinnati, OH	187	178	163	528	122	141	187	450	242	241	171	654	214	165	165	544	2176
Cleveland, OH	335	300	302	937	235	212	271	718	320	310	245	875	299	315	264	878	3408
Coral Gables, FL	216	160	164	538	152	174	208	534	239	206	187	632	223	199	155	577	2281
Des Moines, IA	108	90	105	303	71	58	78	207	101	85	84	270	120	102	133	355	1135
Fort Jackson, SC	309	223	221	753	230	244	262	736	232	238	225	695	271	252	140	663	2847
Fresno, CA	112	110	118	340	95	98	104	297	138	121	87	346	124	96	106	326	1309
Jacksonville, FL	440	322	390	1152	295	314	357	966	472	502	408	1382	400	404	356	1160	4660
Kansas City, KS	173	160	157	490	116	166	145	427	198	222	158	578	227	220	184	631	2126
Knoxville, TN	139	160	113	412	87	98	121	306	140	150	92	382	147	131	92	370	1470
Minneapolis, MN	194	145	178	517	135	129	136	400	189	186	136	511	182	203	159	544	1972
Montgomery, AL	442	338	332	1112	255	319	255	829	217	221	108	546	201	210	177	588	3075
Nashville, TN	143	113	100	356	110	110	135	355	135	123	79	337	108	118	83	309	1357
Oakland, CA	364	301	331	996	311	303	283	897	328	356	279	963	348	347	274	969	3825
Philadelphia, PA	291	210	274	775	231	200	219	650	271	264	200	735	245	260	156	661	2821
San Antonio, TX	200	169	196	565	165	166	216	547	220	172	123	515	175	157	202	534	2161
Springfield, MA	95	67	62	224	56	43	43	142	58	49	53	160	84	80	63	227	753
Total	4124	3401	3566	11091	2948	3042	3233	9223	3724	3688	2882	10294	3681	3589	2993	10263	40871
TEST AREA 2																	
Albuquerque, NM	66	48	75	189	48	44	39	131	66	60	34	160	42	37	60	139	619
Amarillo, TX	38	35	33	106	30	29	29	88	30	35	19	84	33	35	29	97	375
Baltimore, MD	392	300	305	997	282	264	285	831	368	414	319	1101	332	324	236	892	3821
El Paso, TX	69	45	53	167	41	60	73	174	80	91	52	223	68	64	63	195	759
Louisville, KY	227	204	169	600	162	163	173	498	200	182	152	534	199	211	136	546	2178
Oklahoma City, OK	143	95	99	337	61	77	111	249	104	114	79	297	133	112	109	354	1237
St. Louis, MO	316	255	223	794	228	206	279	713	305	333	207	845	305	323	229	857	3209
Total	1251	982	957	3190	852	843	989	2684	1153	1229	862	3244	1112	1106	862	3080	12198

Table C.4—continued

Location	1st Quarter				2nd Quarter				3rd Quarter				4th Quarter				Total
	Jan.	Feb.	Mar.	Total	Apr.	May	Jun.	Total	Jul.	Aug.	Sep.	Total	Oct.	Nov.	Dec.	Total	1979
TEST AREA 3																	
Detroit, MI	345	280	239	864	240	218	288	746	325	410	363	1098	501	440	393	1334	4042
Jackson, MS	125	90	111	326	79	99	100	278	99	132	93	324	102	98	96	296	1224
Memphis, TN	186	122	150	458	125	134	139	398	154	183	118	455	139	139	133	411	1722
Phoenix, AZ	152	144	159	455	119	106	145	370	187	182	139	508	181	154	141	476	1809
Syracuse, NY	103	116	107	326	91	83	61	235	108	98	104	310	124	125	135	384	1255
Total	911	752	766	2429	654	640	733	2027	873	1005	817	2695	1047	956	898	2901	10052
TEST AREA 4																	
Atlanta, GA	382	343	334	1059	305	277	264	846	352	298	250	900	267	260	178	705	3510
Denver, CO	196	177	166	539	140	139	121	400	175	153	128	456	142	176	146	464	1859
Indianapolis, IN	219	193	198	610	141	183	224	548	236	245	180	661	258	239	197	694	2513
New Orleans, LA	137	116	132	385	102	123	115	340	117	146	126	389	163	113	118	394	1508
Pittsburgh, PA	174	137	108	419	112	97	115	324	134	130	154	418	166	155	143	464	1625
Total	1108	966	938	3012	800	819	839	2458	1014	972	838	2824	996	943	782	2721	11015
TEST AREA 5																	
Columbus, OH	159	126	116	401	103	97	126	326	172	161	126	459	179	219	161	559	1745
Dallas, TX	163	128	199	490	150	163	134	447	135	117	99	351	149	152	136	437	1725
Harrisburg, PA	91	79	101	271	63	73	71	207	106	99	86	291	136	100	98	334	1103
Richmond, VA	403	311	298	1012	200	235	307	742	284	302	232	818	279	267	213	759	3331
Wilkes-Barre, PA	102	87	82	271	77	45	67	189	89	76	72	237	109	104	90	303	1000
Total	918	731	796	2445	593	613	705	1911	786	755	615	2156	852	842	698	2392	8904
TEST AREA 6																	
Albany, NY	91	86	93	270	67	52	45	164	87	73	76	236	95	95	102	292	962
Little Rock, AR	124	106	91	321	74	96	95	265	97	79	80	256	98	101	83	282	1124
Manchester, NH	71	64	74	209	51	45	42	138	67	64	37	168	89	71	67	227	742
Milwaukee, WI	133	133	129	395	110	109	106	325	137	122	121	380	182	178	126	486	1586
Portland, ME	68	83	72	223	42	50	42	134	73	87	50	210	62	75	66	203	770
Seattle, WA	94	76	94	264	85	84	66	235	105	128	76	309	97	110	117	324	1132
Shreveport, LA	107	79	94	280	64	81	84	229	85	116	62	263	84	124	93	301	1073
Spokane, WA	75	52	62	189	38	45	23	106	56	72	39	167	61	71	55	187	649
Total	763	679	709	2151	531	562	503	1596	707	741	541	1989	768	825	709	2302	8038
TEST AREA 7																	
Fargo, ND	47	36	56	139	34	27	28	89	35	34	16	85	34	35	27	96	409
Houston, TX	233	182	186	601	178	143	158	479	194	212	113	519	183	197	192	572	2171
Omaha, NE	82	58	56	196	65	50	60	175	65	83	46	194	62	60	56	178	743
Raleigh, NC	257	185	243	685	169	185	162	516	172	217	178	567	199	177	126	502	2270
Sioux Falls, SD	48	37	48	133	32	35	33	100	37	62	30	129	53	49	40	142	504
Total	667	498	589	1754	478	440	441	1359	503	608	383	1494	531	518	441	1490	6097
OUTLYING AREAS																	
Anchorage, AK	15	9	12	36	12	8	11	31	7	24	11	42	14	24	9	47	156
Guam	24	19	34	77	33	28	20	81	13	24	22	59	21	17	21	59	276
Honolulu, HA	52	43	56	151	34	51	55	140	56	47	38	141	42	49	45	136	568
San Juan, PR	285	197	250	732	214	219	200	633	213	122	120	455	148	217	181	546	2366
Total	376	268	352	996	293	306	286	885	289	217	191	697	225	307	256	788	3366
GRAND TOTAL	12197	10172	10398	32767	8894	9033	9562	27489	11114	11438	9033	31585	11565	11342	9552	32459	124300

Table C.5

Number of NPS Enlistments in the U.S. Army by AFEES and Month for 1978

CATEGORY OF ENLISTEES: High-quality Males

Location	1st Quarter				2nd Quarter				3rd Quarter				4th Quarter				Total
	Jan.	Feb.	Mar.	Total	Apr.	May.	Jun.	Total	Jul.	Aug.	Sep.	Total	Oct.	Nov.	Dec.	Total	1978
TEST AREA 1A																	
Beckley, WV	20	23	7	50	5	6	17	28	17	15	11	43	10	10	3	23	144
Boise, ID	5	6	2	13	4	1	3	8	1	3	3	7	4	3	6	13	41
Boston, MA	77	53	74	204	38	28	65	131	49	76	46	171	48	31	33	112	618
Chicago, IL	73	68	70	211	55	40	66	161	71	84	62	217	60	52	43	155	744
Fort Hamilton, NY	65	44	49	158	37	32	38	107	42	52	46	140	46	39	45	130	535
Los Angeles, CA	92	74	83	249	50	78	87	215	86	87	67	240	74	55	40	169	873
New Haven, CT	6	11	11	28	11	6	7	24	13	14	8	35	7	12	5	24	111
Newark, NJ	65	40	31	136	27	21	38	86	35	40	34	109	30	31	26	87	418
Portland, OR	23	25	18	66	14	22	15	51	26	14	17	57	11	16	14	41	215
Salt Lake City, UT	10	9	15	34	8	7	10	25	6	12	3	21	7	9	5	21	101
Total	436	353	360	1149	249	241	346	836	346	397	297	1040	297	258	220	775	3800
TEST AREA 1B																	
Buffalo, NY	31	26	16	73	24	9	16	49	23	31	15	69	19	14	20	53	244
Butte, MT	6	6	4	16	6	3	6	15	8	4	7	19	3	2	6	11	61
Charlotte, NC	49	33	34	116	14	18	28	60	34	42	47	123	23	19	24	66	365
Cincinnati, OH	34	50	41	125	34	18	47	99	32	28	23	83	21	19	23	63	370
Cleveland, OH	40	54	49	143	38	16	42	96	32	35	31	98	31	30	35	96	433
Coral Gables, FL	34	35	42	111	26	26	35	87	42	42	46	130	23	29	11	63	391
Des Moines, IA	25	27	18	70	13	15	17	45	17	18	17	52	14	15	11	40	207
Fort Jackson, SC	30	23	27	80	23	12	28	63	27	41	39	107	27	19	14	60	310
Fresno, CA	13	18	10	41	12	8	15	35	16	15	12	43	16	18	11	45	164
Jacksonville, FL	76	49	53	178	33	30	65	128	48	50	57	155	47	60	37	144	605
Kansas City, KS	19	32	18	69	23	21	28	72	38	27	22	87	14	18	31	63	291
Knoxville, TN	23	22	20	65	19	7	19	45	20	22	21	63	19	23	15	57	230
Minneapolis, MN	28	38	41	107	28	14	19	61	26	38	24	88	25	21	17	63	319
Montgomery, AL	46	25	34	105	21	22	47	90	33	56	52	141	26	37	18	81	417
Nashville, TN	19	20	22	61	15	21	14	50	20	20	21	61	22	18	12	52	224
Oakland, CA	78	56	59	193	64	43	56	163	54	67	52	173	52	29	51	132	661
Philadelphia, PA	55	47	47	149	40	27	31	98	22	55	40	117	28	28	14	70	434
San Antonio, TX	30	20	23	73	14	24	25	63	11	29	15	55	25	17	14	56	247
Springfield, MA	14	15	18	47	10	9	6	25	8	13	12	33	9	8	9	26	131
Total	650	596	576	1822	457	343	544	1344	511	633	553	1697	444	424	373	1241	6104
TEST AREA 2																	
Albuquerque, NM	10	7	8	25	5	7	8	20	8	4	3	15	7	7	4	18	78
Amarillo, TX	8	6	7	21	8	7	6	21	4	8	4	16	5	3	3	11	69
Baltimore, MD	87	102	107	296	72	64	85	221	68	84	66	218	46	50	51	147	882
El Paso, TX	9	10	10	29	11	6	17	34	13	11	15	39	8	4	7	19	121
Louisville, KY	28	32	27	87	22	19	35	76	34	29	37	100	15	20	27	62	325
Oklahoma City, OK	9	20	27	56	15	15	18	48	37	16	8	61	13	10	18	41	206
St. Louis, MO	39	40	33	112	26	23	44	93	51	48	28	127	30	26	26	82	414
Total	190	217	219	626	159	141	213	513	215	200	161	576	124	120	136	380	2095

Table C.5—continued

Location	1st Quarter				2nd Quarter				3rd Quarter				4th Quarter				Total
	Jan.	Feb.	Mar.	Total	Apr.	May	Jun.	Total	Jul.	Aug.	Sep.	Total	Oct.	Nov.	Dec.	Total	1978
TEST AREA 3																	
Detroit, MI	76	84	47	207	53	32	52	137	56	60	46	162	44	34	36	114	620
Jackson, MS	13	5	8	26	10	3	8	21	11	11	10	32	1	3	4	8	87
Memphis, TN	16	16	15	47	9	14	18	41	19	17	13	49	14	12	9	35	172
Phoenix, AZ	36	26	36	98	14	21	38	73	33	32	27	92	32	20	14	66	329
Syracuse, NY	24	26	22	72	20	14	16	50	32	36	14	82	19	20	15	54	258
Total	165	157	128	450	106	84	132	322	151	156	110	417	110	89	78	277	1466
TEST AREA 4																	
Atlanta, GA	44	36	34	114	20	23	44	87	30	37	42	109	31	37	28	96	406
Denver, CO	27	31	26	84	25	21	19	65	33	29	26	88	29	31	24	84	321
Indianapolis, IN	36	42	33	111	21	28	35	84	29	28	30	87	24	16	25	65	347
New Orleans, LA	11	8	9	28	8	6	8	22	11	5	8	24	3	6	11	20	94
Pittsburgh, PA	35	37	25	97	23	17	31	71	29	31	22	82	24	17	16	57	307
Total	153	154	127	434	97	95	137	329	132	130	128	390	111	107	104	322	1475
TEST AREA 5																	
Columbus, OH	28	30	38	96	14	15	22	51	27	30	25	82	10	29	19	58	287
Dallas, TX	48	28	31	107	19	17	40	76	29	30	16	75	18	23	11	52	310
Harrisburg, PA	18	26	23	67	8	15	12	35	16	21	13	50	9	11	12	32	184
Richmond, VA	62	40	40	142	31	34	42	107	55	62	55	172	36	37	33	106	527
Wilkes-Barre, PA	19	24	13	56	23	14	15	52	15	12	14	41	12	17	11	40	189
Total	175	148	145	468	95	95	131	321	142	155	123	420	85	117	86	288	1497
TEST AREA 6																	
Albany, NY	19	25	28	72	11	5	16	32	15	20	8	43	14	10	16	40	187
Little Rock, AR	27	16	9	52	6	11	17	34	21	18	12	51	12	13	11	36	173
Manchester, NH	18	13	12	43	10	4	9	23	13	16	14	43	10	7	5	22	131
Milwaukee, WI	33	23	31	87	12	14	27	53	17	28	23	68	22	13	16	51	259
Portland, ME	21	12	21	54	11	9	9	29	9	16	15	40	13	10	9	32	155
Seattle, WA	25	22	17	64	17	12	19	48	17	6	10	33	11	16	10	37	182
Shreveport, LA	12	5	4	21	5	6	7	18	13	7	8	28	9	5	4	18	85
Spokane, WA	14	10	4	28	1	4	11	16	9	5	3	17	5	7	3	15	76
Total	169	126	126	421	73	65	115	253	114	116	93	323	96	81	74	251	1248
TEST AREA 7																	
Fargo, ND	17	5	6	28	6	5	9	20	3	5	5	13	6	5	5	16	77
Houston, TX	32	21	24	77	18	27	42	87	22	26	14	62	16	22	19	57	283
Omaha, NE	26	9	17	52	8	7	10	25	12	9	12	33	6	3	9	18	128
Raleigh, NC	38	20	28	86	18	6	16	40	20	19	24	63	16	17	22	55	244
Sioux Falls, SD	8	9	12	29	6	2	6	14	5	8	5	18	6	7	9	22	83
Total	121	64	87	272	56	47	83	186	62	67	60	189	50	54	64	168	815
OUTLYING AREAS																	
Anchorage, AK	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	4	1	1	6	6
Guam	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	4	2	1	7	7
Honolulu, HA	10	8	5	23	3	4	15	22	10	14	6	30	9	6	9	24	99
San Juan, PR	15	30	23	68	26	32	37	95	30	39	28	97	14	17	9	40	300
Total	25	38	28	91	29	36	52	117	40	53	34	127	31	26	20	77	412
GRAND TOTAL	2084	1853	1796	5733	1321	1147	1753	4221	1713	1907	1559	5179	1348	1276	1155	3779	18912

Table C.6

Number of NPS Enlistments in the U.S. Army by AFEES and Month for 1979

CATEGORY OF ENLISTEES: High-quality Males

Location	1st Quarter				2nd Quarter				3rd Quarter				4th Quarter				Total
	Jan.	Feb.	Mar.	Total	Apr.	May.	Jun.	Total	Jul.	Aug.	Sep.	Total	Oct.	Nov.	Dec.	Total	1979
TEST AREA 1A																	
Beckley, WV	16	6	16	38	11	16	14	41	9	18	6	33	11	9	5	25	137
Boise, ID	13	8	5	26	5	9	12	26	9	10	1	20	4	6	6	16	88
Boston, MA	71	64	58	193	45	33	49	127	47	56	42	145	39	41	51	131	596
Chicago, IL	71	53	55	179	49	69	72	190	66	55	48	169	48	53	59	160	698
Fort Hamilton, NY	37	42	20	99	43	34	30	107	45	48	41	134	46	47	29	122	462
Los Angeles, CA	109	70	73	252	68	78	96	242	107	78	77	262	86	75	66	227	983
New Haven, CT	15	10	10	35	5	8	12	25	15	10	5	30	8	10	8	26	116
Newark, NJ	39	26	38	103	25	35	28	88	31	26	24	81	33	27	26	86	358
Portland, OR	29	20	26	75	21	18	23	62	24	23	18	65	9	9	21	39	241
Salt Lake City, UT	6	5	12	23	9	6	9	24	9	10	7	26	12	7	7	26	99
Total	406	304	313	1023	281	306	345	932	362	334	269	965	296	284	278	858	3778
TEST AREA 1B																	
Buffalo, NY	31	31	23	85	18	8	14	40	23	24	20	67	11	17	18	46	238
Butte, MT	9	7	6	22	2	4	10	16	5	9	4	18	5	3	4	12	68
Charlotte, NC	31	37	37	105	19	16	24	59	18	8	10	36	19	19	15	53	253
Cincinnati, OH	35	34	29	98	26	24	36	86	45	32	20	97	19	26	38	83	364
Cleveland, OH	54	39	40	133	35	26	51	112	58	39	43	140	44	48	34	126	511
Coral Gables, FL	26	24	26	76	14	25	36	75	44	38	25	107	20	32	19	71	329
Des Moines, IA	18	18	20	56	16	17	16	49	22	14	11	47	14	15	20	49	201
Fort Jackson, SC	33	20	21	74	18	21	32	71	22	32	20	74	22	20	18	60	279
Fresno, CA	15	17	16	48	12	14	11	37	16	12	10	38	13	15	13	41	164
Jacksonville, FL	71	53	53	177	45	41	59	145	67	77	53	197	38	50	49	137	656
Kansas City, KS	35	22	31	88	25	40	32	97	36	42	28	106	47	37	30	114	405
Knoxville, TN	16	32	15	63	16	14	24	54	26	22	11	59	22	13	7	42	218
Minneapolis, MN	51	33	38	122	33	30	30	93	51	38	32	121	25	14	26	65	401
Montgomery, AL	59	48	44	151	31	37	42	110	24	25	17	66	25	17	20	62	389
Nashville, TN	22	22	10	54	19	20	35	74	20	21	12	53	17	19	5	41	222
Oakland, CA	65	60	70	195	47	48	50	145	53	70	39	162	56	42	41	139	641
Philadelphia, PA	45	22	39	106	23	21	25	69	45	39	35	119	31	31	21	83	377
San Antonio, TX	36	17	31	84	32	23	46	101	43	32	17	92	26	25	22	73	350
Springfield, MA	17	13	13	43	9	7	9	25	14	15	5	34	8	8	9	25	127
Total	669	549	562	1780	440	436	582	1458	632	589	412	1633	462	451	409	1322	6193
TEST AREA 2																	
Albuquerque, NM	11	3	9	23	5	9	6	20	13	3	6	22	3	3	6	12	77
Amarillo, TX	5	4	5	14	7	5	6	18	4	4	1	9	1	6	12	19	60
Baltimore, MD	76	63	63	202	58	56	54	168	72	81	54	207	44	51	44	139	716
El Paso, TX	11	7	8	26	11	9	16	36	20	21	7	48	8	7	5	20	130
Louisville, KY	41	43	31	115	25	23	39	87	39	34	24	97	20	34	21	75	374
Oklahoma City, OK	26	22	20	68	12	19	24	55	17	28	14	59	25	16	13	54	236
St. Louis, MO	55	51	44	150	36	28	65	129	50	64	35	149	32	33	32	97	525
Total	225	193	180	598	154	149	210	513	215	235	141	591	133	150	133	416	2118

Table C.6—continued

Location	1st Quarter				2nd Quarter				3rd Quarter				4th Quarter				Total
	Jan.	Feb.	Mar.	Total	Apr.	May.	Jun.	Total	Jul.	Aug.	Sep.	Total	Oct.	Nov.	Dec.	Total	1979
TEST AREA 3																	
Detroit, MI	60	51	58	169	50	30	52	132	47	68	68	183	71	61	66	198	682
Jackson, MS	16	7	7	30	5	3	5	13	6	8	8	22	6	8	5	19	84
Memphis, TN	19	11	17	47	11	12	20	43	20	18	13	51	14	11	9	34	175
Phoenix, AZ	26	42	21	89	40	22	39	101	33	32	26	91	19	20	25	64	345
Syracuse, NY	19	23	19	61	14	14	14	42	27	15	18	60	21	18	19	58	221
Total	140	134	122	396	120	81	130	331	133	141	133	407	131	118	124	373	1507
TEST AREA 4																	
Atlanta, GA	40	31	47	118	37	36	28	101	44	40	27	111	26	30	13	69	399
Denver, CO	34	26	27	87	29	26	28	83	39	26	22	87	21	21	24	66	323
Indianapolis, IN	36	36	29	101	23	31	64	118	47	37	29	113	30	21	30	81	413
New Orleans, LA	11	10	8	29	10	10	15	35	10	11	6	27	9	8	8	25	116
Pittsburgh, PA	40	32	20	92	25	15	27	67	26	19	21	66	24	22	22	68	293
Total	161	135	131	427	124	118	162	404	166	133	105	404	110	102	97	309	1544
TEST AREA 5																	
Columbus, OH	43	28	27	98	25	16	40	81	34	34	20	88	21	30	22	73	340
Dallas, TX	19	17	28	64	25	18	22	65	29	19	15	63	24	21	17	62	254
Harrisburg, PA	19	20	18	57	14	16	15	45	28	24	14	66	17	10	14	41	209
Richmond, VA	57	43	43	143	30	28	56	114	54	47	21	122	42	22	17	81	460
Wilkes-Barre, PA	25	13	19	57	20	8	15	43	17	21	10	48	18	20	15	53	201
Total	163	121	135	419	114	86	148	348	162	145	80	387	122	103	85	310	1464
TEST AREA 6																	
Albany, NY	20	17	11	48	14	13	14	41	12	12	16	40	10	13	17	40	169
Little Rock, AR	14	17	10	41	19	11	16	46	17	10	12	39	8	6	6	20	146
Manchester, NH	9	12	9	30	16	10	9	35	11	9	5	25	14	14	12	40	130
Milwaukee, WI	31	23	27	81	24	17	25	66	21	25	13	59	30	22	22	74	280
Portland, MI	11	8	15	34	9	11	8	28	12	19	4	35	6	13	13	32	129
Seattle, WA	13	15	18	46	14	10	11	35	22	18	4	44	15	15	8	38	163
Shreveport, LA	3	5	6	14	4	11	12	27	7	11	5	23	6	4	6	16	80
Spokane, WA	20	9	11	40	9	10	7	26	15	10	8	33	8	5	18	31	130
Total	121	106	107	334	109	93	102	304	117	114	67	298	97	92	102	291	1227
TEST AREA 7																	
Fargo, ND	18	13	11	42	3	3	5	11	9	12	5	26	7	8	7	22	101
Houston, TX	24	24	26	74	29	30	29	88	27	25	21	73	22	22	18	62	297
Omaha, NE	15	10	14	39	12	13	14	39	16	18	4	38	5	4	8	17	133
Raleigh, NC	36	22	26	84	21	18	23	62	16	23	12	51	11	13	12	36	233
Sioux Falls, SD	11	8	11	30	10	5	10	25	6	6	8	20	7	6	7	20	95
Total	104	77	88	269	75	69	81	225	74	84	50	208	52	53	52	157	859
OUTLYING AREAS																	
Anchorage, AK	3	1	1	5	3	2	1	6	0	1	0	1	3	4	0	7	25
Guam	1	1	3	5	3	1	2	6	0	1	2	3	0	1	1	2	16
Honolulu, HA	5	7	7	19	6	9	13	28	7	8	5	20	3	4	3	10	77
San Juan, PR	28	21	15	64	14	33	23	70	21	5	6	32	12	18	17	47	213
Total	37	30	26	93	26	45	39	110	28	21	13	62	18	27	21	66	331
GRAND TOTAL	2026	1649	1664	5339	1443	1383	1799	4625	1889	1796	1270	4955	1421	1380	1301	4102	19021

Table C.7

NUMBER OF NPS ENLISTMENTS IN THE U.S. NAVY BY AFEES AND MONTH FOR 1978

CATEGORY OF ENLISTEES: Both Sexes

Location	1st Quarter				2nd Quarter				3rd Quarter				4th Quarter				Total
	Jan.	Feb.	Mar.	Total	Apr.	May.	Jun.	Total	Jul.	Aug.	Sep.	Total	Oct.	Nov.	Dec.	Total	1978
TEST AREA A																	
Minneapolis, MN	166	123	132	421	94	61	102	257	95	135	92	322	116	112	99	327	1327
Montgomery, AL	176	140	171	487	119	103	141	363	137	140	114	391	118	110	136	364	1605
Total	342	263	303	908	213	164	243	620	232	275	206	713	234	222	235	691	2932
TEST AREA B																	
Cleveland, OH	158	167	185	510	123	130	133	386	146	150	127	423	121	153	187	461	1780
Jacksonville, FL	138	133	151	422	101	126	112	339	126	154	175	455	157	139	139	435	1651
Total	296	300	336	932	224	256	245	725	272	304	302	878	278	292	326	896	3431
TEST AREA C																	
Coral Gables, FL	204	199	179	582	202	185	194	581	184	201	181	566	196	170	191	557	2286
kansas City, KS	146	141	141	428	101	77	121	299	139	135	118	392	114	125	105	344	1463
San Antonio, TX	106	104	93	303	81	87	102	270	92	92	74	258	87	67	99	253	1084
Total	456	444	413	1313	384	349	417	1150	415	428	373	1216	397	362	395	1154	4833
TEST AREA D																	
Fort Jackson, SC	127	106	118	351	98	91	134	323	114	110	93	317	87	102	138	327	1318
Fresno, CA	82	67	65	214	61	51	53	165	73	60	46	179	47	50	61	158	716
Oakland, CA	259	293	261	813	194	182	214	590	209	270	176	655	198	196	185	579	2637
Philadelphia, PA	221	218	272	711	173	199	202	574	230	208	196	634	189	210	225	624	2543
Total	689	684	716	2089	526	523	603	1652	626	648	511	1785	521	558	609	1688	7214
TEST AREA E																	
Albany, NY	86	75	111	272	54	76	59	189	62	88	62	212	86	68	61	215	888
Albuquerque, NM	42	47	41	130	47	41	49	137	59	56	48	163	37	37	40	114	544
Amarillo, TX	21	19	23	63	14	13	16	43	15	19	10	44	11	15	15	41	191
Baltimore, MD	208	220	226	654	176	209	220	605	184	234	184	602	187	187	208	582	2443
Beckley, WV	46	19	32	97	28	17	40	85	28	34	25	87	24	28	27	79	348
Boise, ID	18	16	18	52	17	20	18	55	18	26	22	66	22	22	24	68	241
Boston, MA	131	153	209	493	152	148	183	483	176	199	148	523	133	133	170	436	1935
Buffalo, NY	156	136	138	430	132	103	104	339	104	115	97	316	114	119	122	355	1440
Butte, MT	46	44	47	137	27	8	27	62	18	39	18	75	13	37	26	76	350
Charlotte, NC	80	95	73	248	54	72	84	210	70	76	57	203	52	62	70	184	845
Chicago, IL	193	181	237	611	246	216	248	710	198	235	201	634	198	168	175	541	2496
Cincinnati, OH	94	108	102	304	72	83	101	256	78	69	76	223	62	64	73	199	982
Columbus, OH	99	117	124	340	78	72	92	242	95	86	81	262	100	69	91	260	1104
Dallas, TX	149	140	146	435	95	81	165	341	149	146	112	407	123	100	127	350	1533
Denver, CO	125	107	111	343	82	90	127	299	90	114	69	273	77	81	102	260	1175
Des Moines, IA	76	70	65	211	34	33	55	122	51	53	38	142	55	55	50	160	635
Detroit, MI	302	399	322	1023	272	215	314	801	266	359	323	948	239	220	274	733	3505
El Paso, TX	53	39	48	140	35	30	71	136	44	43	31	118	39	30	53	122	516
Fargo, ND	41	37	24	102	20	14	24	58	19	14	12	45	24	20	20	64	269

(Continued)

Table C.7—continued

Location	1st Quarter				2nd Quarter				3rd Quarter				4th Quarter				Total
	Jan.	Feb.	Mar.	Total	Apr.	May.	Jun.	Total	Jul.	Aug.	Sep.	Total	Oct.	Nov.	Dec.	Total	1978
TEST AREA L (Continued)																	
Fort Hamilton, NY	198	192	248	638	211	259	237	707	218	304	213	735	149	177	213	539	2619
Harrisburg, PA	103	66	102	271	78	55	48	181	51	76	56	183	65	64	50	179	814
Houston, TX	134	83	107	324	110	132	140	382	122	163	119	404	86	83	117	286	1396
Indianapolis, IN	98	115	128	341	74	86	100	260	76	99	90	265	81	82	100	263	1129
Jackson, MS	64	63	56	183	42	51	47	140	31	49	26	106	20	40	36	96	525
Knoxville, TN	68	59	49	176	40	42	55	137	55	66	51	172	54	44	61	159	644
Little Rock, AR	79	77	63	219	36	48	66	150	70	80	51	201	70	67	66	203	773
Los Angeles, CA	322	382	403	1107	385	304	354	1043	383	430	273	1086	351	304	316	971	4207
Louisville, KY	55	70	79	204	71	47	74	192	82	94	78	254	89	74	81	244	894
Manchester, NH	51	46	54	151	27	39	45	111	25	41	23	89	31	37	49	117	468
Memphis, TN	104	78	98	280	78	70	76	224	85	99	68	252	66	66	86	218	974
Milwaukee, WI	134	106	132	352	77	61	96	234	82	105	87	274	95	89	96	280	1140
Nashville, TN	59	77	63	199	53	66	63	182	63	73	55	191	54	80	78	212	784
New Haven, CT	82	60	55	197	36	54	45	135	34	36	33	103	44	45	42	131	566
New Orleans, LA	70	79	84	233	64	76	112	252	78	79	81	238	70	68	90	228	951
Newark, NJ	228	196	203	627	178	171	187	536	162	197	189	548	174	124	147	445	2156
Oklahoma City, Ok	81	52	82	215	42	51	54	147	88	70	47	205	71	75	68	214	781
Omaha, NE	50	64	47	161	36	35	40	111	43	39	36	118	22	35	52	109	499
Phoenix, AZ	98	96	116	310	79	98	128	305	118	112	116	346	95	87	103	285	1246
Portland, ME	77	72	59	208	37	36	47	120	39	74	34	147	51	47	65	163	638
Portland, OR	127	96	96	319	77	78	112	267	108	100	91	299	105	93	117	315	1200
Raleigh, NC	71	92	85	248	67	71	79	217	79	81	77	237	60	87	90	237	939
Richmond, VA	104	106	131	341	101	83	133	317	123	137	113	373	106	97	107	310	1341
Salt Lake City, UT	39	42	40	121	32	37	30	99	35	27	44	106	31	19	43	93	419
Seattle, WA	87	81	80	248	59	64	71	194	49	87	58	194	59	60	66	185	821
Shreveport, LA	35	33	33	101	22	28	38	88	36	46	30	112	25	31	35	91	392
Sioux Falls, SD	43	30	35	108	24	22	25	71	30	25	21	76	19	26	17	62	317
Spokane, WA	53	47	46	146	35	19	44	98	53	47	32	132	37	36	35	108	484
Springfield, MA	83	78	74	235	56	56	56	168	61	69	64	194	73	56	68	197	794
St. Louis, MO	171	172	167	510	108	134	177	419	172	178	120	470	127	126	120	373	1772
Syracuse, NY	102	113	115	330	90	77	69	236	106	64	63	233	60	81	96	237	1036
Wilkes-Barre, PA	75	65	92	232	50	51	47	148	53	53	42	148	55	38	44	137	665
Total	5085	5010	5325	15420	4110	4042	4892	13044	4534	5205	4095	13834	4091	3953	4482	12526	54824
TEST AREA I																	
Atlanta, GA	187	148	177	512	123	126	162	411	142	143	134	419	123	135	149	407	1749
Pittsburgh, PA	159	163	170	492	124	112	145	381	103	157	136	396	132	138	143	413	1682
Total	346	311	347	1004	247	238	307	792	245	300	270	815	255	273	292	820	3431
OUTLYING AREAS																	
Anchorage, AK	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	5	10	13	28	28
Guam	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	5	4	5	14	14
Honolulu, HA	30	20	29	79	26	23	36	85	29	29	22	80	14	12	28	54	298
San Juan, PR	34	45	63	142	38	31	41	110	46	44	24	114	36	41	41	118	484
Total	64	65	92	221	64	54	77	195	75	73	46	194	60	67	87	214	824
GRAND TOTAL	7218	7077	7532	21887	5768	5626	6784	18178	6399	7233	5803	19435	5836	5727	6426	17989	77489

Table C.8

Number of NPS Enlistments in the U.S. Navy by AFEES and Month for 1979

CATEGORY OF ENLISTEES: Both Sexes

Location	1st Quarter				2nd Quarter				3rd Quarter				4th Quarter				Total
	Jan.	Feb.	Mar.	Total	Apr.	May.	Jun.	Total	Jul.	Aug.	Sep.	Total	Oct.	Nov.	Dec.	Total	1979
TEST AREA A																	
Minneapolis, MN	122	116	123	361	74	61	70	205	106	143	82	331	110	129	115	354	1251
Montgomery, AL	159	157	166	482	132	145	157	434	161	186	121	468	109	127	136	372	1756
Total	281	273	289	843	206	206	227	639	267	329	203	799	219	256	251	726	3007
TEST AREA B																	
Cleveland, OH	213	166	129	508	103	127	162	392	133	170	126	429	176	180	149	505	1834
Jacksonville, FL	186	170	159	515	145	158	165	468	154	200	122	476	112	135	141	388	1847
Total	399	336	288	1023	248	285	327	860	287	370	248	905	288	315	290	893	3681
TEST AREA C																	
Coral Gables, FL	243	181	188	612	139	149	183	471	202	230	186	618	167	194	146	507	2208
Kansas City, KS	159	141	124	424	99	103	131	333	176	142	90	408	102	112	123	337	1502
San Antonio, TX	112	101	88	301	106	94	110	310	109	115	87	311	81	106	104	291	1213
Total	514	423	400	1337	344	346	424	1114	487	487	363	1337	350	412	373	1135	4923
TEST AREA D																	
Fort Jackson, SC	[illegible]	117	107	375	115	138	136	389	147	158	129	434	94	121	122	337	1535
Fresno, CA	79	79	57	215	48	49	65	162	57	66	53	176	50	35	52	137	690
Oakland, CA	273	276	193	742	202	183	231	616	238	283	205	726	236	208	200	644	2728
Philadelphia, PA	285	245	253	783	211	209	185	605	262	211	234	707	204	191	138	533	2628
Total	788	717	610	2115	576	579	617	1772	704	718	621	2043	584	555	512	1651	7581
TEST AREA E																	
Albany, NY	99	93	75	267	67	44	45	156	62	72	54	188	72	71	75	218	829
Albuquerque, NM	61	51	42	154	36	37	52	125	46	55	50	151	55	48	53	156	586
Amarillo, TX	25	13	17	55	14	12	14	40	17	21	12	50	15	13	21	49	194
Baltimore, MD	247	195	159	601	165	179	188	532	254	250	239	743	189	165	200	554	2430
Beckley, WV	43	32	33	108	34	31	39	104	30	28	34	92	31	38	29	98	402
Boise, ID	28	28	32	88	22	26	29	77	12	30	32	74	40	32	32	104	343
Boston, MA	225	209	159	593	145	142	185	472	203	217	151	571	179	201	131	511	2147
Buffalo, NY	152	146	100	398	78	85	100	263	146	134	96	376	119	112	125	356	1393
Butte, MT	29	44	46	119	24	27	28	79	31	28	17	76	26	28	26	80	354
Charlotte, NC	87	75	105	267	62	77	84	223	83	116	88	287	88	83	77	248	1025
Chicago, IL	208	220	176	604	156	218	209	583	214	291	184	689	233	254	230	717	2593
Cincinnati, OH	103	78	100	281	66	74	100	240	91	118	79	288	94	75	78	247	1056
Columbus, OH	90	96	117	303	76	74	108	258	113	106	88	307	89	118	101	308	1176
Dallas, TX	131	131	131	393	97	104	132	333	127	162	97	386	142	122	129	393	1505
Denver, CO	119	111	105	335	103	90	111	304	112	114	95	321	124	139	127	390	1350
Des Moines, IA	64	73	68	205	40	46	51	137	52	88	56	196	67	88	64	219	757
Detroit, MI	361	297	240	898	206	199	280	685	265	318	283	866	282	326	300	908	3357
El Paso, TX	37	35	38	110	34	36	37	107	44	47	27	118	31	38	29	98	433
Fargo, ND	25	17	23	65	14	10	25	49	26	28	18	72	28	26	13	67	253

(Continued)

Table C.8—continued

Location	1st Quarter				2nd Quarter				3rd Quarter				4th Quarter				Total
	Jan.	Feb.	Mar.	Total	Apr.	May	Jun.	Total	Jul.	Aug.	Sep.	Total	Oct.	Nov.	Dec.	Total	1979
TEST AREA E (Continued)																	
Fort Hamilton, NY	293	224	110	627	172	177	156	505	234	225	225	684	255	227	210	692	2508
Harrisburg, PA	98	85	58	241	36	47	55	138	91	76	75	242	72	83	67	222	843
Houston, TX	137	117	85	339	73	114	140	327	119	128	100	347	108	124	128	360	1373
Indianapolis, IN	149	123	101	373	80	104	96	280	80	103	85	268	127	95	112	334	1255
Jackson, MS	58	42	46	146	10	25	54	89	33	43	30	106	30	33	39	102	443
Knoxville, TN	64	73	55	192	31	46	57	134	76	83	65	224	70	62	68	200	750
Little Rock, AR	93	74	81	248	56	51	61	168	84	88	60	232	78	86	73	237	885
Los Angeles, CA	371	353	259	983	272	280	347	899	351	425	318	1094	393	342	295	1030	4006
Louisville, KY	98	96	77	271	67	78	83	228	89	106	91	286	87	89	77	253	1038
Manchester, NH	59	35	30	124	41	43	39	123	35	57	36	128	50	44	37	131	506
Memphis, TN	98	88	80	266	58	67	87	212	93	132	77	302	84	88	102	274	1054
Milwaukee, WI	104	92	108	304	59	70	100	229	99	112	86	297	111	69	86	266	1096
Nashville, TN	95	80	76	251	56	44	62	162	82	82	59	223	68	49	60	177	813
New Haven, CT	80	57	45	182	39	43	47	129	67	57	36	160	58	42	35	135	606
New Orleans, LA	128	90	78	296	58	90	112	260	102	125	83	310	79	87	58	224	1090
Newark, NJ	267	207	211	685	166	145	175	486	175	210	143	528	157	133	125	415	2114
Oklahoma City, OK	87	82	63	232	32	49	64	145	67	77	46	190	58	66	55	179	746
Omaha, NE	48	42	43	133	35	49	47	131	46	52	39	137	37	38	41	116	517
Phoenix, AZ	144	113	69	326	68	87	134	289	105	97	99	301	123	88	105	316	1232
Portland, ME	86	76	62	224	59	48	35	142	49	74	41	164	53	44	44	141	671
Portland, OR	134	133	95	362	89	101	105	295	92	95	97	284	105	102	108	315	1256
Raleigh, NC	112	96	84	292	79	74	102	255	86	115	105	306	92	90	105	287	1140
Richmond, VA	102	94	95	291	95	101	110	306	138	150	130	418	118	112	112	342	1357
Salt Lake City, UT	36	44	51	131	37	37	54	128	37	33	23	93	33	28	26	87	439
Seattle, WA	80	81	82	243	60	48	63	171	78	102	74	254	80	70	78	228	896
Shreveport, LA	44	22	41	107	43	43	37	123	46	43	32	121	33	42	45	120	471
Sioux Falls, SD	32	29	21	82	16	16	28	60	32	43	26	101	22	21	20	63	306
Spokane, WA	59	61	52	172	33	42	37	112	51	55	37	143	37	42	44	123	550
Springfield, MA	92	83	76	251	51	50	56	157	57	56	70	183	77	83	72	232	823
St. Louis, MO	156	173	121	450	83	118	131	332	184	214	152	550	159	189	178	526	1858
Syracuse, NY	107	111	90	308	75	75	64	214	111	101	88	300	108	99	77	284	1106
Wilkes-Barre, PA	80	86	48	214	51	52	50	153	68	62	45	175	71	65	39	175	717
Total	5725	5102	4363	15190	3619	3925	4605	12149	4985	5644	4373	15002	4937	4809	4561	14307	56648
TEST AREA F																	
Atlanta, GA	199	163	136	498	108	156	164	428	188	221	140	549	164	157	131	452	1927
Pittsburgh, PA	174	142	120	436	125	105	122	352	127	147	90	364	142	135	146	423	1575
Total	373	305	256	934	233	261	286	780	315	368	230	913	306	292	277	875	3502
OUTLYING AREAS																	
Anchorage, AK	15	4	13	32	11	8	10	29	12	14	10	36	8	9	14	31	128
Guam	6	1	5	18	3	11	2	16	8	6	8	22	1	5	2	14	70
Honolulu, HA	28	26	28	82	30	39	41	110	53	43	23	119	25	33	22	80	391
San Juan, PR	40	56	43	139	32	35	37	104	42	24	32	98	6	46	28	80	421
Total	89	93	89	271	76	93	90	259	115	87	73	275	46	93	66	205	1010
GRAND TOTAL	8169	7249	6295	21713	5302	5695	6576	17573	7160	8003	6111	21274	6730	6732	6330	19792	80352

Table C.9

Number of NPS Enlistments in the U.S. Navy by AFEES and Month for 1978

CATEGORY OF ENLISTEES: Males

Location	1st Quarter				2nd Quarter				3rd Quarter				4th Quarter				Total
	Jan.	Feb.	Mar.	Total	Apr.	May.	Jun.	Total	Jul.	Aug.	Sep.	Total	Oct.	Nov.	Dec.	Total	1978
TEST AREA A																	
Minneapolis, MN	153	103	120	376	84	54	80	218	86	128	76	290	103	100	91	294	1178
Montgomery, AL	164	128	166	458	107	91	123	321	121	127	99	347	109	101	113	323	1449
Total	317	231	286	834	191	145	203	539	207	255	175	637	212	201	204	617	2627
TEST AREA B																	
Cleveland, OH	148	159	165	472	104	118	113	335	128	137	108	373	108	139	169	416	1596
Jacksonville, FL	119	122	140	381	94	115	105	314	113	124	152	389	137	122	130	389	1473
Total	267	281	305	853	198	233	218	649	241	261	260	762	245	261	299	805	3069
TEST AREA C																	
Coral Gables, FL	182	188	168	538	185	169	177	531	163	187	164	514	181	149	182	512	2095
Kansas City, KS	135	127	135	397	94	70	98	262	124	120	104	348	106	101	96	303	1310
San Antonio, TX	97	94	84	275	75	78	93	246	77	82	60	219	76	60	93	229	969
Total	414	409	387	1210	354	317	368	1039	364	389	328	1081	363	310	371	1044	4374
TEST AREA D																	
Fort Jackson, SC	121	99	108	328	87	85	125	297	105	96	80	281	77	96	126	299	1205
Fresno, CA	80	63	60	203	58	45	48	151	66	57	42	165	42	44	51	137	656
Oakland, CA	248	280	244	772	180	169	193	542	193	234	152	579	184	166	156	506	2399
Philadelphia, PA	204	192	237	633	168	181	182	531	222	176	173	571	163	197	205	565	2300
Total	653	634	649	1936	493	480	548	1521	586	563	447	1596	466	503	538	1507	6560
TEST AREA E																	
Albany, NY	82	70	109	261	51	70	52	173	60	77	54	191	69	62	54	185	810
Albuquerque, NM	40	42	37	119	40	36	42	118	53	51	40	144	31	33	33	97	478
Amarillo, TX	20	15	21	56	10	9	13	32	15	19	9	43	11	15	12	38	169
Baltimore, MD	193	207	215	615	168	197	200	565	173	217	172	562	149	153	176	478	2220
Beckley, WV	41	18	26	85	24	14	34	72	21	28	24	73	17	26	24	67	297
Boise, ID	13	14	16	43	13	17	14	44	13	21	20	54	20	20	24	64	205
Boston, MA	119	142	202	463	142	130	168	440	172	178	129	479	125	115	152	392	1774
Buffalo, NY	149	119	129	397	121	89	91	301	91	97	81	269	96	110	108	314	1281
Butte, MT	43	40	40	123	27	1	22	56	17	31	16	64	8	34	20	62	305
Charlotte, NC	76	89	68	233	49	66	76	191	63	70	49	182	50	55	67	172	778
Chicago, IL	175	163	225	563	212	197	211	620	187	201	181	569	166	147	156	469	2221
Cincinnati, OH	93	100	98	291	65	77	94	236	74	61	68	203	61	62	61	184	914
Columbus, OH	97	108	115	320	67	61	80	208	82	72	74	228	94	65	77	236	992
Dallas, TX	142	127	127	396	84	75	140	299	136	124	98	358	113	82	109	304	1357
Denver, CO	119	104	100	323	73	76	108	257	81	101	61	243	66	67	87	220	1043
Des Moines, IA	75	61	59	195	32	30	42	104	49	44	31	124	43	44	46	133	556
Detroit, MI	280	375	296	951	238	193	284	715	233	326	283	842	222	200	249	671	3179
El Paso, TX	51	38	48	137	34	29	67	130	37	42	28	107	36	26	51	113	487
Fargo, ND	38	29	22	89	16	12	20	48	18	11	10	39	22	20	17	59	235

(Continued)

Table C.9—continued

Location	1st Quarter				2nd Quarter				3rd Quarter				4th Quarter				Total
	Jan.	Feb.	Mar.	Total	Apr.	May.	Jun.	Total	Jul.	Aug.	Sep.	Total	Oct.	Nov.	Dec.	Total	1978
TEST AREA E (Continued)																	
Fort Hamilton, NY	190	175	237	602	200	227	208	635	207	269	191	667	142	159	185	486	2390
Harrisburg, PA	99	60	100	259	70	50	41	161	47	59	55	161	60	54	45	159	740
Houston, TX	128	79	101	308	99	117	123	339	101	138	100	339	76	76	108	260	1246
Indianapolis, IN	84	108	118	310	67	72	91	230	71	83	79	233	67	70	91	228	1001
Jackson, MS	62	58	56	176	36	45	43	124	28	44	24	96	18	37	31	86	482
Knoxville, TN	61	55	47	163	40	37	47	124	52	57	42	151	48	39	56	143	581
Little Rock, AR	73	62	59	194	34	44	60	138	64	70	49	183	59	52	60	171	686
Los Angeles, CA	301	354	369	1024	352	280	306	938	361	386	241	988	314	267	280	861	3811
Louisville, KY	52	63	73	188	65	41	59	165	75	87	70	232	74	66	70	210	795
Manchester, NH	49	40	50	139	26	30	39	95	22	41	20	83	25	32	46	103	420
Memphis, TN	91	71	91	253	72	63	66	201	81	89	61	231	54	58	70	182	867
Milwaukee, WI	108	97	112	317	62	49	82	193	67	90	73	230	77	78	80	235	975
Nashville, TN	53	66	59	178	42	56	56	154	54	61	50	165	49	69	69	187	684
New Haven, CT	71	60	50	181	32	45	35	112	30	32	24	86	40	41	37	118	497
New Orleans, LA	62	69	74	205	60	71	96	227	70	72	68	210	63	67	77	207	849
Newark, NJ	210	182	192	584	165	158	166	489	148	176	169	493	153	113	131	397	1963
Oklahoma City, OK	72	49	65	186	34	49	44	127	78	57	43	178	59	69	60	188	679
Omaha, NE	48	57	43	148	30	29	33	92	38	37	33	108	19	30	41	90	438
Phoenix, AZ	92	89	112	293	76	90	119	285	107	92	107	306	89	78	94	261	1145
Portland, ME	68	65	58	191	32	32	40	104	37	65	31	133	46	37	57	140	568
Portland, OR	115	85	86	286	67	66	99	232	88	91	79	258	100	80	103	283	1059
Raleigh, NC	67	89	83	239	63	67	71	201	73	74	72	219	55	79	81	215	874
Richmond, VA	94	95	125	314	95	67	115	277	111	131	99	341	95	81	92	268	1200
Salt Lake City, UT	36	40	37	113	28	35	28	91	34	23	39	96	25	19	40	84	384
Seattle, WA	77	71	71	219	54	58	65	177	39	77	50	166	48	52	58	158	720
Shreveport, LA	35	33	33	101	22	28	38	88	36	46	30	112	25	31	34	90	391
Sioux Falls, SD	38	28	34	100	22	21	19	62	28	21	20	69	18	24	17	59	290
Spokane, WA	50	46	40	136	34	18	40	92	42	42	27	111	32	31	31	94	433
Springfield, MA	77	73	73	223	52	52	48	152	60	61	59	180	59	50	56	165	720
St. Louis, MO	163	162	159	484	96	113	160	369	153	166	106	425	114	106	109	329	1607
Syracuse, NY	97	100	111	308	83	71	52	206	95	50	52	197	50	72	82	204	915
Wilkes-Barre, PA	70	61	86	217	47	49	42	138	53	48	42	143	48	36	40	124	622
Total	4739	4603	4957	14299	3723	3615	4289	11627	4125	4606	3633	12364	3600	3489	3954	11043	49333
TEST AREA F																	
Atlanta, GA	169	135	169	473	112	118	142	372	127	132	118	377	102	123	134	359	1581
Pittsburgh, PA	146	158	160	464	118	93	127	338	95	142	114	351	123	125	127	375	1528
Total	315	293	329	937	230	211	269	710	222	274	232	728	225	248	261	734	3109
OUTLYING AREAS																	
Anchorage, AK	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	5	9	12	26	26
Guam	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	5	4	5	14	14
Honolulu, HA	29	20	26	75	24	21	30	75	27	24	19	70	13	12	21	46	266
San Juan, PR	33	44	63	140	36	29	38	103	45	41	23	109	35	41	38	114	466
Total	62	64	89	215	60	50	68	178	72	65	42	179	58	66	76	200	772
GRAND TOTAL	6767	6515	7002	20284	5249	5051	5963	16263	5817	6413	5117	17347	5169	5078	5703	15950	69844

Table C.10

Number of NPS Enlistments in the U.S. Navy by AFEES and Month for 1979

CATEGORY OF ENLISTEES: Males

Location	1st Quarter				2nd Quarter				3rd Quarter				4th Quarter				Total
	Jan.	Feb.	Mar.	Total	Apr.	May.	Jun.	Total	Jul.	Aug.	Sep.	Total	Oct.	Nov.	Dec.	Total	1979
TEST AREA A																	
Minneapolis, MN	109	94	100	303	54	49	60	163	79	117	70	266	87	104	98	289	1021
Montgomery, AL	141	147	151	439	111	122	137	370	136	167	116	419	92	114	111	317	1545
Total	250	241	251	742	165	171	197	533	215	284	186	685	179	218	209	606	2566
TEST AREA B																	
Cleveland, OH	183	138	105	426	86	95	141	322	113	144	102	359	149	152	128	429	1536
Jacksonville, FL	162	146	139	447	123	134	135	392	139	172	101	412	99	114	118	331	1582
Total	345	284	244	873	209	229	276	714	252	316	203	771	248	266	246	760	3118
TEST AREA C																	
Coral Gables, FL	218	167	172	557	127	127	167	421	173	206	154	533	147	173	120	440	1951
Kansas City, KS	136	123	108	367	72	88	116	276	152	119	72	343	76	80	109	265	1251
San Antonio, TX	104	92	79	275	93	79	97	269	93	100	78	271	69	91	85	245	1060
Total	458	382	359	1199	292	294	380	966	418	425	304	1147	292	344	314	950	4262
TEST AREA D																	
Fort Jackson, SC	141	109	88	338	98	122	123	343	135	139	119	393	78	100	111	289	1363
Fresno, CA	72	71	48	191	40	41	52	133	53	52	47	152	43	31	48	122	598
Oakland, CA	234	253	166	653	167	151	204	522	201	245	174	620	202	181	172	555	2350
Philadelphia, PA	256	224	217	697	182	180	153	515	223	193	208	624	164	161	107	432	2268
Total	703	657	519	1879	487	494	532	1513	612	629	548	1789	487	473	438	1398	6579
TEST AREA E																	
Albany, NY	86	84	58	228	47	36	32	115	56	61	44	161	63	62	63	188	692
Albuquerque, NM	52	48	36	136	31	32	47	110	40	48	44	132	41	40	50	131	509
Amarillo, TX	24	12	13	49	11	11	14	36	14	17	10	41	15	10	19	44	170
Baltimore, MD	223	186	140	549	145	143	164	452	217	228	202	647	158	137	169	464	2112
Beckley, WV	36	28	28	92	21	27	32	80	27	23	29	79	26	32	27	85	336
Boise, ID	22	24	29	75	20	18	24	62	11	27	25	63	37	24	28	89	289
Boston, MA	194	187	138	519	123	116	159	398	174	189	128	491	159	175	118	452	1860
Buffalo, NY	139	130	82	351	61	72	79	212	119	111	79	309	97	85	103	285	1157
Butte, MT	26	36	40	102	19	21	25	65	21	23	12	56	17	23	21	61	284
Charlotte, NC	76	68	94	238	49	68	73	190	71	96	75	242	78	79	73	230	900
Chicago, IL	186	198	151	535	133	176	176	485	175	249	152	576	191	210	199	600	2196
Cincinnati, OH	95	64	91	250	55	58	86	199	77	108	68	253	77	63	68	208	910
Columbus, OH	74	82	92	248	65	63	90	218	95	91	68	254	77	97	87	261	981
Dallas, TX	111	119	109	339	75	92	111	278	113	148	84	345	117	104	112	333	1295
Denver, CO	108	98	92	298	81	73	94	248	98	97	82	277	109	121	108	338	1161
Des Moines, IA	57	63	53	173	31	33	39	103	41	70	48	159	58	73	50	181	616
Detroit, MI	327	266	194	787	160	162	233	555	220	269	244	733	239	283	255	777	2852
El Paso, TX	34	33	32	99	30	33	33	96	41	43	19	103	26	31	28	85	383
Fargo, ND	20	16	18	54	11	10	20	41	22	23	14	59	22	22	10	54	208

(Continued)

Table C.10—continued

Location	1st Quarter				2nd Quarter				3rd Quarter				4th Quarter				Total
	Jan.	Feb.	Mar.	Total	Apr.	May.	Jun.	Total	Jul.	Aug.	Sep.	Total	Oct.	Nov.	Dec.	Total	1979
TEST AREA E (Continued)																	
Fort Hamilton, NY	262	210	98	570	142	148	122	412	201	188	190	579	211	191	171	573	2134
Harrisburg, PA	87	78	49	214	26	36	44	106	78	62	70	210	49	67	54	170	700
Houston, TX	127	104	74	305	61	94	123	278	105	108	90	303	86	108	116	310	1196
Indianapolis, IN	133	107	86	326	65	91	81	237	62	88	78	228	109	86	100	295	1086
Jackson, MS	56	39	36	131	7	18	46	71	29	40	29	98	24	30	34	88	388
Knoxville, TN	57	69	51	177	25	41	51	117	69	70	56	195	62	56	57	175	664
Little Rock, AR	81	68	71	220	45	43	57	145	75	80	53	208	70	73	66	209	782
Los Angeles, CA	334	315	191	840	229	227	309	765	294	366	272	932	319	289	257	865	3402
Louisville, KY	83	83	65	231	58	63	79	200	79	92	79	250	68	75	68	211	892
Manchester, NH	53	28	25	106	29	29	33	91	32	48	29	109	36	35	26	97	403
Memphis, TN	94	80	71	245	48	60	76	184	80	120	71	271	71	74	88	233	933
Milwaukee, WI	86	78	81	245	46	60	89	195	81	98	69	248	91	55	74	220	908
Nashville, TN	87	73	65	225	50	36	47	133	71	75	50	196	60	41	54	155	709
New Haven, CT	70	52	34	156	25	31	34	90	56	48	30	134	48	33	30	111	491
New Orleans, LA	107	83	68	258	53	80	98	231	89	110	78	277	62	77	47	186	952
Newark, NJ	247	187	191	625	132	117	154	403	149	196	127	472	134	116	105	355	1855
Oklahoma City, OK	79	69	54	202	25	43	54	122	54	66	42	162	51	59	51	161	647
Omaha, NE	41	34	32	107	19	38	37	94	35	39	32	106	32	29	35	96	403
Phoenix, AZ	127	102	55	284	54	73	117	244	90	81	89	260	106	70	93	269	1057
Portland, ME	75	70	53	198	43	41	33	117	37	57	35	129	39	38	32	109	553
Portland, OR	123	113	79	315	80	78	84	242	84	81	80	245	88	88	87	263	1065
Raleigh, NC	100	84	77	261	64	67	86	217	76	102	94	272	70	83	99	252	1002
Richmond, VA	92	84	77	253	73	76	81	230	123	128	107	358	95	95	97	287	1128
Salt Lake City, UT	35	40	43	118	34	31	52	117	30	29	20	79	27	25	22	74	388
Seattle, WA	72	69	69	210	48	41	51	140	68	81	66	215	62	60	69	191	756
Shreveport, LA	39	19	37	95	31	40	32	103	41	36	30	107	28	33	35	96	401
Sioux Falls, SD	29	21	19	69	15	14	25	54	25	41	23	89	16	15	18	49	261
Spokane, WA	53	52	46	151	29	34	28	91	44	47	33	124	29	33	39	101	467
Springfield, MA	83	80	66	229	41	37	47	125	51	47	60	158	63	73	64	200	712
St. Louis, MO	144	151	106	401	65	97	108	270	148	184	133	465	133	166	151	450	1586
Syracuse, NY	94	101	74	269	58	54	51	163	89	80	71	240	92	84	65	241	913
Wilkes-Barre, PA	68	77	43	188	36	37	41	114	51	50	36	137	59	54	28	141	580
Total	5108	4562	3676	13346	2924	3219	3901	10044	4228	4859	3749	12836	4097	4082	3920	12099	48325
TEST AREA F																	
Atlanta, GA	178	151	109	438	82	133	141	356	161	195	122	478	146	137	119	402	1674
Pittsburgh, PA	161	130	103	394	95	78	101	274	103	130	76	309	114	107	123	344	1321
Total	339	281	212	832	177	211	242	630	264	325	198	787	260	244	242	746	2995
OUTLYING AREAS																	
Anchorage, AK	12	4	11	27	8	7	9	24	11	12	10	33	7	8	11	26	110
Guam	6	6	4	16	1	9	2	12	8	6	6	20	6	4	2	12	60
Honolulu, HA	25	21	24	70	19	29	39	87	46	39	20	105	22	28	22	72	334
San Juan, PR	36	51	38	125	30	33	36	99	39	24	32	95	6	37	26	69	388
Total	79	82	77	238	58	78	86	222	104	81	68	253	41	77	61	179	892
GRAND TOTAL	7282	6489	5338	19109	4312	4696	5614	14622	6093	6919	5256	18268	5604	5704	5430	16738	68737

Table C.11

Number of NPS Enlistments in the U.S. Navy by AFEES and Month for 1978

CATEGORY OF ENLISTEES: High-quality Males

Location	1st Quarter				2nd Quarter				3rd Quarter				4th Quarter				Total
	Jan.	Feb.	Mar.	Total	Apr.	May.	Jun.	Total	Jul.	Aug.	Sep.	Total	Oct.	Nov.	Dec.	Total	1978
TEST AREA A																	
Minneapolis, MN	71	39	37	147	29	26	31	86	22	49	34	105	35	33	27	95	433
Montgomery, AL	51	39	47	137	32	18	40	90	41	45	33	119	37	18	22	77	423
Total	122	78	84	284	61	44	71	176	63	94	67	224	72	51	49	172	856
TEST AREA b																	
Cleveland, OH	44	45	53	142	33	28	38	99	44	46	44	134	32	34	44	110	485
Jacksonville, FL	61	55	64	180	34	43	46	123	52	41	63	156	52	45	40	137	596
Total	105	100	117	322	67	71	84	222	96	87	107	290	84	79	84	247	1081
TEST AREA C																	
Coral Gables, FL	68	57	79	204	69	55	60	184	65	66	73	204	59	61	43	163	755
Kansas City, KS	46	38	42	126	27	18	36	81	46	40	33	119	23	33	31	87	413
San Antonio, TX	25	19	21	65	17	30	29	76	28	24	20	72	18	16	19	53	266
Total	139	114	142	395	113	103	125	341	139	130	126	395	100	110	93	303	1434
TEST AREA D																	
Fort Jackson, SC	36	23	25	84	17	19	39	75	41	29	26	96	20	29	28	77	332
Fresno, CA	30	11	23	64	19	14	15	48	16	25	17	58	12	9	15	36	206
Oakland, CA	101	112	107	320	91	82	92	265	95	103	66	264	85	65	59	209	1058
Philadelphia, PA	77	76	81	234	47	48	51	146	78	71	65	214	66	68	63	197	791
Total	244	222	236	702	174	163	197	534	230	228	174	632	183	171	165	519	2387
TEST AREA E																	
Albany, NY	26	23	31	80	17	36	16	69	29	29	22	80	18	19	18	55	284
Albuquerque, NM	16	16	17	49	18	16	17	51	24	17	14	55	10	8	4	22	177
Amarillo, TX	9	5	10	24	5	5	4	14	8	9	4	21	4	3	5	12	71
Baltimore, MD	101	111	105	317	88	101	112	301	88	105	90	283	76	74	63	213	1114
Beckley, WV	14	4	6	24	8	7	11	26	7	12	9	28	11	7	6	24	102
Boise, ID	3	7	5	15	5	4	4	13	1	6	4	11	6	9	9	24	63
Boston, MA	51	65	69	185	60	50	57	167	71	74	53	198	41	41	39	121	671
Buffalo, NY	68	30	37	135	38	27	37	102	33	45	26	104	25	27	29	81	422
Butte, MT	17	13	17	47	5	3	13	21	4	13	6	23	4	14	5	23	114
Charlotte, NC	28	29	11	68	11	13	19	43	18	26	12	56	9	11	18	38	205
Chicago, IL	79	64	105	248	74	68	80	222	65	72	75	212	43	44	42	129	811
Cincinnati, OH	41	36	32	109	20	35	39	94	33	20	23	76	18	22	24	64	343
Columbus, OH	47	50	60	157	34	32	37	103	35	38	29	102	35	19	21	75	437
Dallas, TX	53	45	52	150	31	36	51	118	61	45	33	139	36	34	30	100	507
Denver, CO	46	42	32	120	21	25	59	105	31	37	18	86	25	10	18	53	364
Des Moines, IA	29	17	21	67	20	5	15	40	17	20	14	51	14	12	9	35	193
Detroit, MI	77	106	59	242	62	47	78	187	65	104	93	262	51	56	62	169	860
El Paso, TX	16	9	14	39	12	6	22	40	11	12	9	32	10	10	13	33	144
Fargo, ND	14	10	5	29	5	5	4	14	5	5	1	11	6	4	6	16	70

(Continued)

Table C.11—continued

Location	1st Quarter				2nd Quarter				3rd Quarter				4th Quarter				Total
	Jan.	Feb.	Mar.	Total	Apr.	May	Jun.	Total	Jul.	Aug.	Sep.	Total	Oct.	Nov.	Dec.	Total	1978
TEST AREA E (Continued)																	
Fort Hamilton, NY	72	67	91	230	70	80	83	233	83	109	79	271	57	45	64	166	900
Harrisburg, PA	20	13	24	57	18	19	16	53	16	24	20	60	11	10	9	30	200
Houston, TX	36	30	28	94	27	35	37	99	35	53	32	120	24	18	21	63	376
Indianapolis, IN	33	43	50	126	18	22	33	73	2(	28	28	82	22	21	24	67	348
Jackson, MS	10	12	8	30	7	13	14	34	6	9	6	21	5	5	2	12	97
Knoxville, TN	21	14	12	47	12	9	12	33	20	18	12	50	11	19	12	42	172
Little Rock, AR	22	22	15	59	10	18	25	53	23	23	20	66	11	16	14	41	219
Los Angeles, CA	121	130	149	400	127	91	109	327	147	135	78	360	110	88	89	287	1374
Louisville, KY	22	36	38	96	30	17	18	65	31	43	20	94	25	28	28	81	336
Manchester, NH	11	9	13	33	5	2	23	30	11	15	2	28	7	7	11	25	116
Memphis, TN	28	18	10	56	15	23	25	63	28	22	21	71	20	13	18	51	241
Milwaukee, WI	32	29	31	92	15	16	21	52	21	31	31	83	20	21	13	54	281
Nashville, TN	18	22	23	63	12	18	16	46	29	17	18	64	14	18	14	46	219
New Haven, CT	27	27	16	70	11	17	15	43	15	16	10	41	13	12	12	37	191
New Orleans, LA	26	33	29	88	19	28	36	83	29	24	30	83	22	23	15	60	314
Newark, NJ	76	62	78	216	48	47	54	149	43	67	53	163	58	29	31	118	646
Oklahoma City, OK	20	16	21	57	8	19	13	40	24	22	14	60	16	17	16	49	206
Omaha, NE	13	17	13	43	3	9	13	25	16	14	12	42	3	7	8	18	128
Phoenix, AZ	58	41	74	173	43	56	66	165	57	40	65	162	44	40	38	122	622
Portland, ME	20	28	18	66	8	10	13	31	17	22	13	52	19	12	15	46	195
Portland, OR	55	27	19	101	16	13	30	59	26	33	29	88	19	35	31	105	353
Raleigh, NC	20	26	23	69	23	19	24	66	19	28	27	74	18	18	19	55	264
Richmond, VA	38	31	42	111	25	22	32	79	34	42	31	107	39	25	21	85	382
Salt Lake City, UT	17	19	20	56	12	9	13	34	19	4	10	33	9	10	12	31	154
Seattle, WA	33	22	31	86	27	22	26	75	15	28	19	62	19	13	18	50	273
Shreveport, LA	5	7	9	21	6	7	11	24	13	15	9	37	6	5	4	15	97
Sioux Falls, SD	12	8	4	24	4	8	6	18	11	6	2	19	2	3	4	9	70
Spokane, WA	17	14	10	41	13	2	10	25	12	10	9	31	8	10	9	27	124
Springfield, MA	26	25	20	71	16	17	11	44	23	23	19	65	13	10	7	30	210
St. Louis, MO	57	61	54	172	19	31	57	107	55	49	36	140	33	29	29	91	510
Syracuse, NY	42	37	32	111	31	17	22	70	38	12	19	69	14	17	23	54	304
Wilkes-Barre, PA	23	15	28	66	18	18	17	53	17	15	12	44	17	10	12	39	202
Total	1766	1643	1721	5130	1250	1255	1576	4081	1569	1686	1321	4572	1171	1058	1064	3293	17076
TEST AREA F																	
Atlanta, GA	56	44	49	149	35	34	55	124	52	56	40	148	40	30	33	103	524
Pittsburgh, PA	45	36	40	121	25	26	51	102	40	46	36	122	29	36	27	92	437
Total	101	80	89	270	60	60	106	226	92	102	76	270	69	66	60	195	961
OUTLYING AREAS																	
Anchorage, AK	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	4	4	7	15	15
Guam	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	0	0	3	3	3
Honolulu, HA	7	3	10	20	4	9	11	24	6	2	4	12	3	2	6	11	67
San Juan, PR	5	14	33	52	19	12	14	45	24	16	10	50	12	16	12	40	187
Total	12	17	43	72	23	21	25	69	30	18	14	62	19	22	28	69	272
GRAND TOTAL	2489	2254	2432	7175	1748	1717	2184	5649	2215	2345	1885	6445	1698	1557	1543	4798	24067

Table C.12

Number of NPS Enlistments in the U.S. Navy by AFEES and Month for 1979

CATEGORY OF ENLISTEES: High-quality Males

Location	1st Quarter				2nd Quarter				3rd Quarter				4th Quarter				Total
	Jan.	Feb.	Mar.	Total	Apr.	May.	Jun.	Total	Jul.	Aug.	Sep.	Total	Oct.	Nov.	Dec.	Total	1979
TEST AREA A																	
Minneapolis, MN	35	26	31	92	14	11	21	46	31	37	20	88	29	28	24	81	307
Montgomery, AL	33	32	38	103	23	25	40	88	33	52	31	116	26	30	21	77	384
Total	68	58	69	195	37	36	61	134	64	89	51	204	55	58	45	158	691
TEST AREA B																	
Cleveland, OH	60	34	29	123	28	25	60	113	40	48	30	118	49	41	32	122	476
Jacksonville, FL	55	40	38	133	28	40	41	109	50	57	34	141	41	40	29	110	493
Total	115	74	67	256	56	65	101	222	90	105	64	259	90	81	61	232	969
TEST AREA C																	
Coral Gables, FL	74	54	65	193	43	50	70	163	76	71	59	206	52	57	33	142	704
Kansas City, KS	32	39	33	104	27	29	44	100	53	36	18	107	26	29	36	91	402
San Antonio, TX	28	19	20	67	19	24	33	76	35	31	21	87	18	32	24	74	304
Total	134	112	118	364	89	103	147	339	164	138	98	400	96	118	93	307	1410
TEST AREA D																	
Fort Jackson, SC	45	25	25	95	30	24	38	92	36	43	33	112	37	25	36	98	397
Fresno, CA	23	12	12	47	14	10	16	40	19	18	12	49	6	6	12	24	160
Oakland, CA	92	90	42	224	54	52	65	171	81	72	51	204	74	53	53	180	779
Philadelphia, PA	91	77	79	247	44	46	37	127	81	75	69	225	54	59	37	150	749
Total	251	204	158	613	142	132	156	430	217	208	165	590	171	143	138	452	2085
TEST AREA E																	
Albany, NY	24	28	14	66	11	8	8	27	26	22	11	59	10	20	13	43	195
Albuquerque, NM	18	17	14	49	9	14	18	41	11	22	19	52	10	14	10	34	176
Amarillo, TX	11	4	4	19	7	3	7	17	4	8	4	16	3	2	4	9	61
Baltimore, MD	80	73	51	204	45	50	73	168	88	83	67	238	63	67	62	192	802
Beckley, WV	17	8	5	30	4	10	11	25	12	10	8	30	12	9	8	29	114
Boise, ID	4	6	13	23	5	7	6	18	3	10	6	19	7	2	7	16	76
Boston, MA	62	49	45	156	33	34	64	131	64	72	50	186	49	57	36	142	615
Buffalo, NY	29	31	19	79	18	16	26	60	37	37	17	91	28	15	29	72	302
Butte, MT	6	12	12	30	7	11	12	30	9	11	4	24	5	9	6	20	104
Charlotte, NC	24	14	26	64	20	20	22	62	27	31	30	88	24	28	24	76	290
Chicago, IL	53	55	35	143	41	41	67	149	68	62	45	175	45	66	54	165	632
Cincinnati, OH	33	19	27	79	13	18	39	70	27	41	21	89	26	24	30	80	318
Columbus, OH	26	23	23	72	22	20	28	70	34	35	21	90	22	30	24	76	308
Dallas, TX	39	43	34	116	29	28	40	97	52	68	29	149	31	32	34	97	459
Denver, CO	29	30	31	90	31	27	30	88	32	35	32	99	32	29	29	90	367
Des Moines, IA	22	19	19	60	12	12	9	33	19	23	17	59	14	20	17	51	203
Detroit, MI	85	67	61	213	48	51	81	180	92	93	67	252	70	86	79	235	880
El Paso, TX	14	8	9	31	12	12	10	34	16	17	9	42	6	10	11	27	134
Fargo, ND	9	5	3	17	2	3	5	10	5	9	4	18	4	2	3	9	54

(Continued)

Table C.12—continued

Location	1st Quarter				2nd Quarter				3rd Quarter				4th Quarter				Total
	Jan.	Feb.	Mar.	Total	Apr.	May	Jun.	Total	Jul.	Aug.	Sep.	Total	Oct.	Nov.	Dec.	Total	1979
TEST AREA E (Continued)																	
Fort Hamilton, NY	77	45	29	151	49	41	44	134	82	68	64	214	62	60	51	173	672
Harrisburg, PA	23	22	15	60	7	10	9	26	33	18	26	77	15	22	21	58	221
Houston, TX	33	29	26	88	20	25	48	93	36	41	21	98	22	30	18	70	349
Indianapolis, IN	44	30	17	91	25	22	28	75	24	32	24	80	32	22	45	99	345
Jackson, MS	7	5	5	17	2	4	13	19	10	8	5	23	2	9	7	18	77
Knoxville, TN	20	18	16	54	10	13	19	42	21	23	14	58	20	21	15	56	210
Little Rock, AR	15	15	16	46	18	13	12	43	34	27	19	80	18	24	21	63	232
Los Angeles, CA	107	93	70	270	64	53	90	207	104	109	85	298	103	84	70	257	1032
Louisville, KY	32	28	23	83	24	16	25	65	20	31	22	73	20	20	19	59	280
Manchester, NH	19	3	8	30	5	7	11	23	8	17	8	33	8	7	4	19	105
Memphis, TN	24	17	14	55	13	16	27	56	21	31	23	75	20	15	21	56	242
Milwaukee, WI	17	30	19	66	15	10	28	53	31	38	14	83	32	16	19	67	269
Nashville, TN	29	21	24	74	14	12	19	45	20	28	17	65	25	19	16	60	244
New Haven, CT	18	13	13	44	7	7	11	25	21	21	9	51	24	10	13	47	167
New Orleans, LA	33	26	19	78	19	16	40	75	26	25	25	76	19	23	11	53	282
Newark, NJ	76	48	46	170	27	31	40	98	50	66	40	156	42	26	27	95	519
Oklahoma City, OK	26	16	22	64	8	15	22	45	15	22	12	49	12	18	11	41	199
Omaha, NE	9	8	8	25	8	12	12	32	12	17	5	34	6	10	7	23	114
Phoenix, AZ	38	37	21	96	25	20	49	94	50	34	36	120	35	20	24	79	389
Portland, ME	25	25	14	64	10	7	14	31	16	23	7	46	12	8	10	30	171
Portland, OR	35	38	27	100	20	20	32	72	37	25	19	81	22	16	27	65	318
Raleigh, NC	23	30	21	74	15	13	23	51	24	33	21	78	25	18	21	64	267
Richmond, VA	21	25	32	78	16	21	33	70	49	40	25	114	30	29	26	85	347
Salt Lake City, UT	13	15	9	37	10	11	29	50	18	12	10	40	5	10	4	19	146
Seattle, WA	25	17	25	67	8	12	20	40	28	30	24	82	19	19	22	60	249
Shreveport, LA	11	5	4	20	7	9	14	30	13	12	6	31	6	6	10	22	103
Sioux Falls, SD	9	4	4	17	6	5	4	15	10	10	4	24	3	4	4	11	67
Spokane, WA	9	13	11	33	7	13	11	31	22	17	8	47	9	7	7	23	134
Springfield, MA	21	22	18	61	12	5	21	38	21	18	20	59	14	26	9	49	207
St. Louis, MO	43	37	30	110	17	21	25	63	50	52	38	140	44	38	40	122	435
Syracuse, NY	33	28	19	80	18	20	13	51	33	36	23	92	33	27	17	77	300
Wilkes-Barre, PA	17	20	10	47	11	16	11	38	20	15	7	42	20	17	10	47	174
Total	1517	1294	1080	3891	886	901	1353	3140	1585	1668	1142	4395	1220	1203	1107	3530	14956
TEST AREA F																	
Atlanta, GA	52	40	29	121	20	35	35	90	53	60	35	148	47	39	37	123	482
Pittsburgh, PA	43	28	28	99	29	19	46	94	44	48	32	124	30	26	30	86	403
Total	95	68	57	220	49	54	81	184	97	108	67	272	77	65	67	209	885
OUTLYING AREAS																	
Anchorage, AK	6	2	6	16	3	3	3	9	7	6	6	19	4	4	5	13	57
Guam	3	2	1	6	0	1	0	1	0	1	0	1	0	0	0	0	8
Honolulu, HA	8	6	5	19	3	7	8	18	11	11	4	26	4	5	3	12	75
San Juan, PR	14	18	12	44	11	11	13	35	16	9	7	32	3	19	8	30	141
Total	33	28	24	85	17	22	24	63	34	27	17	78	11	28	16	55	281
GRAND TOTAL	2213	1838	1573	5624	1276	1313	1923	4512	2251	2343	1604	6198	1720	1696	1527	4943	21277

Table C.13

Number of NPS Enlistments in the U.S. Marine Corps by AFEES and Month for 1978

CATEGORY OF ENLISTEES: Both Sexes

Location	1st Quarter				2nd Quarter				3rd Quarter				4th Quarter				Total
	Jan.	Feb.	Mar.	Total	Apr.	May	Jun.	Total	Jul.	Aug.	Sep.	Total	Oct.	Nov.	Dec.	Total	1978
TEST AREA 1																	
Dallas, TX	64	57	65	186	52	42	68	162	74	62	42	178	51	44	52	147	673
Richmond, VA	76	68	72	216	61	45	67	173	68	68	70	206	72	61	59	192	787
Total	140	125	137	402	113	87	135	335	142	130	112	384	123	105	111	339	1460
TEST AREA 2																	
Albany, NY	44	52	33	129	33	24	19	76	39	29	31	99	38	29	30	97	401
Albuquerque, NM	27	20	19	66	15	18	19	52	22	14	12	48	23	19	12	54	220
Amarillo, TX	19	13	16	48	10	7	10	27	9	12	10	31	21	9	11	41	147
Atlanta, GA	64	40	38	142	42	35	39	116	43	25	29	97	45	39	51	135	490
Baltimore, MD	166	164	161	491	124	111	171	406	136	129	126	391	140	139	133	412	1700
Beckley, WV	38	44	55	137	41	25	38	104	38	29	29	96	48	37	42	127	464
Boise, ID	11	12	11	34	10	8	10	28	8	13	7	28	11	10	10	31	121
Boston, MA	128	83	97	308	78	68	72	218	82	89	72	243	91	95	90	276	1045
Buffalo, NY	57	53	49	159	36	37	42	109	36	48	31	115	50	43	28	121	504
Butte, MT	14	11	10	35	13	14	11	38	11	17	9	37	7	4	6	17	127
Charlotte, NC	42	43	38	123	18	31	36	85	36	37	34	107	34	32	31	97	412
Chicago, IL	145	126	192	463	180	175	151	506	174	169	188	531	170	178	186	534	2034
Cincinnati, OH	66	84	80	230	63	64	84	211	68	51	60	179	47	28	32	107	727
Cleveland, OH	162	120	152	434	118	92	145	355	111	105	105	321	105	118	107	330	1440
Columbus, OH	73	84	72	229	77	75	81	233	56	49	44	149	24	21	26	71	682
Coral Gables, FL	69	61	55	185	61	48	58	167	53	75	69	197	73	53	67	193	742
Denver, CO	72	69	71	212	46	49	61	156	60	59	62	181	60	48	51	159	708
Des Moines, IA	60	38	52	150	45	47	51	143	47	53	40	140	37	52	44	133	566
Detroit, MI	148	136	185	469	135	140	167	442	151	194	188	533	200	178	182	560	2004
El Paso, TX	22	20	30	72	16	22	39	77	27	28	39	94	26	23	23	72	315
Fargo, ND	13	9	11	33	11	9	12	32	12	16	13	41	13	2	10	25	131
Fort Hamilton, NY	171	136	152	459	141	144	120	405	135	161	142	438	188	138	171	497	1799
Fort Jackson, SC	49	43	50	142	58	45	53	156	39	64	48	151	53	43	53	149	598
Fresno, CA	42	26	33	101	43	35	37	115	37	31	30	98	26	23	21	70	384
Harrisburg, PA	41	58	56	155	36	25	44	105	36	40	57	133	49	27	48	124	517
Houston, TX	57	60	53	170	37	35	49	121	65	70	55	190	59	50	41	150	631
Indianapolis, IN	42	51	85	178	79	67	74	220	66	93	70	229	70	69	95	234	861
Jackson, MS	22	17	23	62	17	17	13	47	14	18	11	43	20	14	20	54	206
Jacksonville, FL	58	64	53	175	45	41	51	137	43	39	41	123	42	41	42	125	560
Kansas City, KS	71	60	64	195	52	44	60	156	66	68	67	201	70	59	66	195	747
Knoxville, TN	18	11	20	49	14	13	25	52	16	19	19	54	21	21	21	63	218
Little Rock, AR	19	22	27	68	20	24	32	76	25	39	26	90	29	17	28	74	308
Los Angeles, CA	161	146	158	465	144	133	208	485	196	203	148	547	183	117	151	451	1948
Louisville, KY	60	68	68	196	35	34	34	103	50	56	41	147	48	50	37	135	581
Manchester, NH	17	27	19	63	23	19	14	56	12	12	11	35	15	29	22	66	220
Memphis, TN	42	34	31	107	36	28	36	100	38	42	29	109	36	32	39	107	423
Milwaukee, WI	86	54	70	210	68	71	73	212	64	74	63	201	80	100	79	259	882
Minneapolis, MN	82	61	75	218	85	46	52	183	56	81	77	214	79	66	70	215	830
Montgomery, AL	41	55	49	145	32	41	49	122	48	57	36	141	60	43	46	149	557
Nashville, TN	28	26	36	90	27	17	20	64	30	22	20	72	29	23	29	81	307
New Haven, CT	55	48	39	142	49	53	55	157	50	51	33	134	27	36	38	101	534

(Continued)

Table C.13—continued

Location	1st Quarter				2nd Quarter				3rd Quarter				4th Quarter				Total
	Jan.	Feb.	Mar.	Total	Apr.	May.	Jun.	Total	Jul.	Aug.	Sep.	Total	Oct.	Nov.	Dec.	Total	1978
TEST AREA 2 (Continued)																	
New Orleans, LA	33	21	19	73	19	23	30	72	28	42	34	104	36	36	31	103	352
Newark, NJ	107	124	116	347	123	60	71	254	67	83	97	247	69	69	59	197	1045
Oakland, CA	104	76	81	261	79	65	83	227	76	75	65	216	82	67	79	228	932
Oklahoma City, OK	41	30	24	95	35	19	22	76	29	26	22	77	32	23	22	77	325
Omaha, NE	55	49	41	145	38	22	41	101	51	46	32	129	34	32	50	116	491
Philadelphia, PA	115	116	119	350	118	86	93	297	109	83	110	302	98	91	107	296	1245
Phoenix, AZ	58	43	35	136	28	38	43	109	47	47	50	144	35	35	51	121	510
Pittsburgh, PA	91	83	87	261	43	55	43	141	59	48	50	157	64	45	58	167	726
Portland, ME	34	23	27	84	35	20	16	71	21	25	10	56	27	15	20	62	273
Portland, OR	44	42	39	125	43	20	36	99	50	31	40	121	48	37	45	130	475
Raleigh, NC	28	28	19	75	30	27	24	81	28	45	31	104	28	18	35	81	341
Salt Lake City, UT	0	5	10	15	7	11	6	24	19	18	7	44	10	10	13	33	116
San Antonio, TX	81	67	69	217	63	52	77	192	58	74	91	223	60	60	60	180	812
Seattle, WA	26	22	31	79	11	32	38	81	25	21	26	72	29	25	22	76	308
Shreveport, LA	21	17	14	52	13	14	19	46	16	31	16	63	21	18	22	61	222
Sioux Falls, SD	15	12	18	45	17	12	21	50	17	17	12	46	26	14	10	50	191
Spokane, WA	15	11	18	44	11	16	19	46	26	29	15	70	22	18	23	63	223
Springfield, MA	24	32	20	76	18	20	22	60	21	18	21	60	25	22	19	66	262
St. Louis, MO	68	73	111	252	57	50	71	178	56	78	82	216	79	62	86	227	873
Syracuse, NY	64	51	53	168	41	27	28	96	38	54	40	132	61	55	59	175	571
Wilkes-Barre, PA	44	53	37	134	25	37	57	119	49	31	47	127	42	13	32	87	467
Total	3670	3327	3576	10573	3067	2731	3275	9073	3195	3403	3120	9718	3375	2920	3192	9487	38851
OUTLYING AREAS																	
Anchorage, AK	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	2	1	1	4	4
Guam	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	5	6	10	21	21
Honolulu, HA	6	17	14	37	7	8	16	31	15	15	9	39	9	14	15	38	145
San Juan, PR	4	5	10	19	16	10	9	35	18	16	13	47	8	7	11	26	127
Total	10	22	24	56	23	18	25	66	33	31	22	86	24	28	37	89	297
GRAND TOTAL	3820	3474	3737	11031	3203	2836	3435	9474	3370	3564	3254	10188	3522	3053	3340	9915	40608

Table C.14

Number of NPS Enlistments in the U.S. Marine Corps by AFEES and Month for 1979

CATEGORY OF ENLISTEES: Both Sexes

Location	1st Quarter				2nd Quarter				3rd Quarter				4th Quarter				Total
	Jan.	Feb.	Mar.	Total	Apr.	May.	Jun.	Total	Jul.	Aug.	Sep.	Total	Oct.	Nov.	Dec.	Total	1979
TEST AREA 1																	
Dallas, TX	60	62	60	182	64	56	61	181	61	95	51	207	51	54	44	149	719
Richmond, VA	75	61	70	206	71	61	90	222	56	78	80	214	87	74	69	230	872
Total	135	123	130	388	135	117	151	403	117	173	131	421	138	128	113	379	1591
TEST AREA 2																	
Albany, NY	41	30	29	100	14	25	14	53	33	24	27	84	41	31	31	103	340
Albuquerque, NM	25	14	20	59	14	11	22	47	15	18	21	54	18	14	18	50	210
Amarillo, TX	15	20	12	47	11	10	16	37	14	18	8	40	17	18	19	54	178
Atlanta, GA	44	45	63	152	30	24	51	105	55	55	30	140	37	64	54	155	552
Baltimore, MD	162	106	118	386	117	99	101	317	134	133	132	399	144	131	133	408	1510
Beckley, WV	44	42	36	122	41	30	27	98	34	36	42	112	46	42	20	108	440
Boise, ID	11	14	12	37	11	13	7	31	18	14	10	42	7	8	9	24	134
Boston, MA	94	81	103	278	89	81	103	273	99	121	78	298	99	100	75	274	1123
Buffalo, NY	29	32	36	97	37	31	38	106	55	36	38	129	46	54	35	135	467
Butte, MT	17	11	9	37	5	14	12	31	11	11	6	28	11	13	8	32	128
Charlotte, NC	57	43	46	146	31	30	37	98	37	35	41	113	42	52	48	142	499
Chicago, IL	190	147	123	460	162	133	156	451	169	154	186	509	195	179	193	567	1987
Cincinnati, OH	40	50	30	120	52	35	67	154	49	52	52	153	51	63	50	164	591
Cleveland, OH	137	118	96	351	83	103	128	314	124	136	89	349	139	115	109	363	1377
Columbus, OH	44	43	50	137	34	30	35	99	36	36	29	101	39	39	37	115	452
Coral Gables, FL	76	42	57	175	60	44	74	178	61	63	70	194	85	75	57	217	764
Denver, CO	63	69	74	206	61	46	55	162	55	69	47	171	54	53	43	150	689
Des Moines, IA	57	39	40	136	50	30	42	122	55	63	69	187	59	62	49	170	615
Detroit, MI	237	182	177	596	162	146	161	469	175	186	170	531	213	204	174	591	2187
El Paso, TX	34	17	28	79	25	23	22	70	20	18	19	57	36	13	27	76	282
Fargo, ND	7	5	9	21	6	10	12	28	7	13	10	30	12	17	14	43	122
Fort Hamilton, NY	192	145	108	445	151	128	123	402	159	180	133	472	224	151	127	502	1821
Fort Jackson, SC	50	40	39	129	37	39	30	106	55	40	48	143	64	64	44	172	550
Fresno, CA	29	29	36	94	24	17	25	66	31	23	24	78	35	20	26	81	319
Harrisburg, PA	46	48	43	137	31	36	49	116	50	46	42	138	57	36	30	123	514
Houston, TX	53	66	60	179	47	47	72	166	54	75	44	173	58	70	43	171	689
Indianapolis, IN	70	92	113	275	89	80	100	269	114	101	82	297	114	83	86	283	1124
Jackson, MS	19	15	26	60	15	19	20	54	19	16	18	53	20	13	13	46	213
Jacksonville, FL	54	38	44	136	39	44	47	130	52	59	53	164	59	54	57	170	600
Kansas City, KS	82	70	60	212	65	82	81	228	84	90	60	234	62	72	56	190	864
Knoxville, TN	24	18	18	60	20	15	27	62	23	26	17	66	27	15	18	60	248
Little Rock, AR	41	35	31	107	17	30	38	85	35	29	24	88	22	45	30	97	377
Los Angeles, CA	175	185	127	487	152	160	267	579	245	247	194	686	214	195	139	548	2300
Louisville, KY	76	60	48	184	48	35	44	127	35	32	42	109	55	43	45	143	563
Manchester, NH	28	23	11	62	13	17	12	42	24	18	10	52	26	27	19	72	228
Memphis, TN	36	44	41	121	18	36	36	90	46	29	35	110	40	38	31	109	430
Milwaukee, WI	77	82	71	230	48	57	79	184	66	61	36	163	67	79	72	218	795
Minneapolis, MN	74	75	60	209	51	61	34	146	79	91	88	258	73	74	86	233	846
Montgomery, AL	48	39	39	126	41	46	53	140	44	58	47	149	58	59	63	180	595
Nashville, TN	33	30	16	79	21	15	16	52	28	15	15	58	14	28	19	61	250
New Haven, CT	50	36	34	120	24	29	44	97	41	45	44	130	44	28	23	95	442

(Continued)

Table C.14—continued

Location	1st Quarter				2nd Quarter				3rd Quarter				4th Quarter				Total
	Jan.	Feb.	Mar.	Total	Apr.	May	Jun.	Total	Jul.	Aug.	Sep.	Total	Oct.	Nov.	Dec.	Total	1979
TEST AREA 2 (Continued)																	
New Orleans, LA	27	29	37	93	41	43	42	126	44	44	40	128	38	53	34	125	472
Newark, NJ	100	77	78	255	67	79	111	257	83	95	104	282	120	93	83	296	1090
Oakland, CA	97	101	98	296	92	85	57	234	98	105	74	277	111	88	76	275	1082
Oklahoma City, Ok	33	38	29	100	29	26	36	91	40	20	31	91	35	26	26	87	369
Omaha, NE	38	52	47	137	24	26	37	87	46	27	28	101	39	36	30	105	430
Philadelphia, PA	127	89	107	323	93	71	47	211	109	60	51	220	44	65	57	166	920
Phoenix, AZ	56	60	63	179	35	47	66	148	60	42	52	154	52	40	39	131	612
Pittsburgh, PA	61	58	47	166	39	40	41	120	43	55	43	141	57	47	38	142	569
Portland, ME	25	24	30	79	28	14	8	50	21	39	30	90	35	26	29	90	309
Portland, OR	39	39	52	130	34	23	26	83	50	52	40	142	48	29	30	107	462
Raleigh, NC	38	23	31	92	30	26	34	90	30	29	17	76	33	33	30	96	354
Salt Lake City, UT	11	7	6	24	9	10	11	30	8	12	11	31	8	8	12	28	113
San Antonio, TX	59	71	67	197	53	61	62	176	72	68	61	201	45	53	56	154	728
Seattle, WA	51	29	36	116	40	26	29	95	48	47	22	117	31	40	43	114	442
Shreveport, LA	29	28	34	91	19	19	15	53	25	30	16	71	21	12	13	46	261
Sioux Falls, SD	12	11	20	43	18	15	16	49	17	11	12	40	8	15	15	38	170
Spokane, WA	31	17	27	75	18	6	20	44	13	18	11	42	26	20	26	72	233
Springfield, MA	22	24	26	72	20	33	12	65	19	22	26	67	28	34	21	83	287
St. Louis, MO	88	82	79	249	87	73	113	273	112	102	81	295	107	93	86	286	1103
Syracuse, NY	61	36	46	143	31	22	24	77	54	49	41	144	62	45	37	144	508
Wilkes-Barre, PA	46	44	26	116	26	28	16	70	29	39	30	98	43	50	21	114	398
Total	3732	3259	3179	10170	2879	2734	3200	8813	3561	3538	3051	10150	3715	3447	3032	10194	39327
OUTLYING AREAS																	
Anchorage, AK	4	0	2	6	5	4	4	13	6	6	4	16	2	6	4	12	47
Guam	3	4	9	16	7	9	5	21	7	2	0	9	1	1	0	2	48
Honolulu, HA	13	16	8	37	22	23	15	60	15	12	12	39	13	8	10	31	167
San Juan, PR	22	20	21	63	11	14	7	32	4	2	0	6	8	12	7	27	128
Total	42	40	40	122	45	50	31	126	32	22	16	70	24	27	21	72	390
GRAND TOTAL	3909	3422	3349	10680	3059	2901	3382	9342	3710	3733	3198	10641	3877	3602	3166	10645	41308

Table C.15

Number of NPS Enlistments in the U.S. Marine Corps by AFEES and Month for 1978

CATEGORY OF ENLISTEES: Males

Location	1st Quarter				2nd Quarter				3rd Quarter				4th Quarter				Total
	Jan.	Feb.	Mar.	Total	Apr.	May.	Jun.	Total	Jul.	Aug.	Sep.	Total	Oct.	Nov.	Dec.	Total	1978
TEST AREA 1																	
Dallas, TX	63	52	62	177	45	34	64	143	70	59	40	169	49	42	49	140	629
Richmond, VA	74	64	69	207	56	41	65	162	66	67	63	196	71	61	56	188	753
Total	137	116	131	384	101	75	129	305	136	126	103	365	120	103	105	328	1382
TEST AREA 2																	
Albany, NY	42	48	30	120	31	23	15	69	34	24	28	86	34	28	28	90	365
Albuquerque, NM	26	18	18	62	14	17	17	48	20	14	11	45	21	19	11	51	206
Amarillo, TX	15	12	15	42	10	6	9	25	9	10	10	29	21	8	11	40	136
Atlanta, GA	61	40	37	138	37	32	37	106	40	23	25	88	42	35	48	125	457
Baltimore, MD	157	153	153	463	119	106	160	385	130	126	114	370	137	127	124	388	1606
Beckley, WV	35	40	51	126	38	24	37	99	36	29	29	94	47	37	41	125	444
Boise, ID	11	12	11	34	10	8	9	27	7	11	7	25	10	10	10	30	116
Boston, MA	118	76	88	282	74	60	68	202	70	85	70	225	82	94	83	259	968
Buffalo, NY	53	48	45	146	34	25	41	100	34	46	30	110	45	41	27	113	469
Butte, MT	14	10	10	34	11	14	10	35	11	16	9	36	7	4	5	16	121
Charlotte, NC	41	43	37	121	18	31	36	85	33	34	33	100	29	29	28	86	392
Chicago, IL	134	118	178	430	164	160	131	455	164	160	179	503	163	171	182	516	1904
Cincinnati, OH	61	81	76	218	61	61	76	198	62	51	57	170	45	27	30	102	688
Cleveland, OH	157	114	145	416	110	85	137	332	105	100	92	297	96	110	98	304	1349
Columbus, OH	69	77	66	212	75	69	77	221	56	47	41	144	22	19	25	66	643
Coral Gables, FL	65	60	53	178	59	45	56	160	52	72	64	188	68	53	64	185	711
Denver, CO	68	66	65	199	44	45	52	141	54	55	61	170	58	48	51	157	667
Des Moines, IA	56	36	47	139	42	43	48	133	44	49	38	131	37	52	42	131	534
Detroit, MI	141	129	171	441	122	124	158	404	144	184	181	509	180	158	172	510	1864
El Paso, TX	22	20	30	72	15	22	35	72	27	26	37	90	26	20	23	69	303
Fargo, ND	13	9	10	32	11	9	11	31	12	15	13	40	12	2	10	24	127
Fort Hamilton, NY	168	135	142	445	132	136	111	379	130	156	136	422	175	127	162	464	1710
Fort Jackson, SC	48	41	49	138	56	42	50	148	38	55	45	138	51	40	53	144	568
Fresno, CA	41	26	31	98	42	32	36	110	34	29	27	90	25	22	19	66	364
Harrisburg, PA	39	56	48	143	32	25	42	99	33	37	53	123	48	27	45	120	485
Houston, TX	56	58	50	164	35	34	47	116	63	67	54	184	57	47	39	143	607
Indianapolis, IN	42	48	80	170	75	64	72	211	63	90	66	219	67	67	92	226	826
Jackson, MS	22	16	22	60	17	15	13	45	14	17	10	41	20	13	20	53	199
Jacksonville, FL	56	64	46	166	40	38	45	123	42	33	40	115	39	40	41	120	524
Kansas City, KS	63	56	63	182	46	41	56	143	61	66	65	192	66	56	65	187	704
Knoxville, IN	17	10	20	47	13	13	24	50	15	19	18	52	20	21	20	61	210
Little Rock, AR	19	22	25	66	20	23	28	71	24	38	25	87	27	14	28	69	293
Los Angeles, CA	146	140	148	434	134	120	196	450	187	191	135	513	163	109	144	416	1813
Louisville, KY	55	67	61	183	34	33	32	99	50	55	40	145	45	49	34	128	555
Manchester, NH	14	22	19	55	20	19	13	52	10	12	11	33	15	27	21	63	203
Memphis, TN	42	33	29	104	34	28	34	96	36	40	29	105	35	28	38	101	406
Milwaukee, WI	84	46	53	183	60	64	66	190	57	70	61	188	79	92	77	248	809
Minneapolis, MN	72	53	70	195	79	39	50	168	53	79	73	205	74	61	68	203	771
Montgomery, AL	40	51	43	134	30	39	47	116	45	51	36	132	57	40	44	141	523
Nashville, TN	27	23	33	83	22	14	18	54	28	21	20	69	28	21	25	74	280
New Haven, CT	55	47	34	136	45	48	48	141	48	47	31	126	27	32	36	95	498

(Continued)

Table C.15—continued

Location	1st Quarter				2nd Quarter				3rd Quarter				4th Quarter				Total
	Jan.	Feb.	Mar.	Total	Apr.	May.	Jun.	Total	Jul.	Aug.	Sep.	Total	Oct.	Nov.	Dec.	Total	1978
TEST AREA 2 (Continued)																	
New Orleans, LA	31	18	16	65	16	23	29	68	26	41	31	98	33	34	31	98	329
Newark, NJ	99	120	112	331	114	57	67	238	61	83	93	237	63	66	54	183	989
Oakland, CA	100	75	78	253	72	59	76	207	72	71	65	208	74	64	73	211	879
Oklahoma City, OK	40	29	23	92	28	15	20	63	29	24	22	75	30	23	22	75	305
Omaha, NE	47	47	36	130	36	20	39	95	47	44	30	121	33	32	48	113	459
Philadelphia, PA	112	111	113	336	111	82	87	280	103	80	96	279	92	83	96	271	1166
Phoenix, AZ	56	41	31	128	27	31	43	101	43	46	48	137	35	34	47	116	482
Pittsburgh, PA	86	78	76	240	42	50	40	132	54	43	45	142	59	43	52	154	668
Portland, ME	34	22	26	82	35	20	13	68	21	24	10	55	26	14	19	59	264
Portland, OR	40	40	38	118	41	17	36	94	46	31	37	114	42	34	43	119	445
Raleigh, NC	27	26	17	70	21	25	23	69	27	42	25	94	24	16	35	75	308
Salt Lake City, UT	0	4	10	14	6	10	6	22	19	16	7	42	9	9	12	30	108
San Antonio, TX	79	63	63	205	54	48	75	177	56	70	85	211	59	58	55	172	765
Seattle, WA	24	19	26	69	9	30	36	75	25	20	26	71	25	23	19	67	282
Shreveport, LA	21	17	13	51	13	14	17	44	16	30	15	61	20	16	20	56	212
Sioux Falls, SD	12	12	18	42	16	10	17	43	17	17	12	46	26	13	9	48	179
Spokane, WA	13	10	18	41	10	13	17	40	25	26	15	66	22	16	18	56	203
Springfield, MA	21	31	19	71	16	15	22	53	19	17	21	57	22	21	19	62	243
St. Louis, MO	63	66	106	235	48	43	64	155	47	69	77	193	75	61	81	217	800
Syracuse, NY	64	50	51	165	40	26	26	92	37	53	36	126	59	50	54	163	546
Wilkes-Barre, PA	43	50	35	128	24	34	54	112	44	30	43	117	41	13	31	85	442
Total	3477	3153	3327	9957	2844	2518	3055	8417	3009	3227	2943	9179	3169	2748	3022	8939	36492
OUTLYING AREAS																	
Anchorage, AK	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	2	1	1	4	4
Guam	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	5	6	10	21	21
Honolulu, HA	5	17	14	36	7	7	15	29	15	13	9	37	8	13	14	35	137
San Juan, PR	4	5	10	19	16	10	9	35	18	16	12	46	8	7	10	25	125
Total	9	22	24	55	23	17	24	64	33	29	21	83	23	27	35	85	287
GRAND TOTAL	3623	3291	3482	10396	2968	2610	3208	8786	3178	3382	3067	9627	3312	2878	3162	9352	38161

Table C.16

Number of NPS Enlistments in the U.S. Marine Corps by AFEES and Month for 1979

CATEGORY OF ENLISTEES: Males

Location	1st Quarter				2nd Quarter				3rd Quarter				4th Quarter				Total
	Jan.	Feb.	Mar.	Total	Apr.	May.	Jun.	Total	Jul.	Aug.	Sep.	Total	Oct.	Nov.	Dec.	Total	1979
TEST AREA 1																	
Dallas, TX	54	58	56	168	60	53	60	173	59	93	50	202	48	51	43	142	685
Richmond, VA	71	60	70	201	69	59	86	214	53	76	76	205	81	71	67	219	839
Total	125	118	126	369	129	112	146	387	112	169	126	407	129	122	110	361	1524
TEST AREA 2																	
Albany, NY	37	26	28	91	14	22	13	49	29	19	24	72	40	28	30	98	310
Albuquerque, NM	25	14	18	57	13	11	20	44	15	17	20	52	18	13	17	48	201
Amarillo, TX	14	20	12	46	11	10	15	36	13	18	8	39	17	18	19	54	175
Atlanta, GA	43	40	57	140	25	20	47	92	54	50	30	134	35	58	49	142	508
Baltimore, MD	155	99	117	371	109	89	92	290	128	127	128	383	137	129	127	393	1437
Beckley, WV	42	39	32	113	40	29	27	96	33	34	39	106	43	42	20	105	420
Boise, ID	11	13	12	36	9	10	7	26	18	11	10	39	7	7	8	22	123
Boston, MA	88	74	95	257	83	79	96	258	90	116	74	280	89	92	74	255	1050
Buffalo, NY	27	28	30	85	33	27	35	95	49	34	36	119	43	50	32	125	424
Butte, MT	17	10	8	35	5	13	8	26	11	10	6	27	9	13	8	30	118
Charlotte, NC	56	42	43	141	29	28	33	90	35	34	41	110	41	49	46	136	477
Chicago, IL	181	143	116	440	145	122	145	412	163	144	179	486	183	171	186	540	1878
Cincinnati, OH	40	48	27	115	46	31	64	141	49	50	51	150	51	60	45	156	562
Cleveland, OH	126	109	87	322	77	94	119	290	114	128	81	323	133	107	102	342	1277
Columbus, OH	40	43	48	131	34	30	35	99	35	33	29	97	37	37	36	110	437
Coral Gables, FL	72	41	53	166	56	39	71	166	53	60	67	180	76	70	55	201	713
Denver, CO	61	65	71	197	58	43	55	156	52	65	43	160	53	48	41	142	655
Des Moines, IA	53	38	35	126	46	27	36	109	51	61	66	178	58	56	48	162	575
Detroit, MI	221	172	164	557	144	136	151	431	163	176	157	496	202	190	164	556	2040
El Paso, TX	31	17	25	73	22	23	18	63	18	17	18	53	31	10	26	67	256
Fargo, ND	6	5	9	20	3	10	10	23	7	11	10	28	11	17	13	41	112
Fort Hamilton, NY	188	140	103	431	133	115	113	361	152	172	124	448	211	139	120	470	1710
Fort Jackson, SC	47	36	38	121	34	38	29	101	54	37	46	137	60	64	40	164	523
Fresno, CA	28	26	33	87	23	16	24	63	30	22	22	74	31	19	24	74	298
Harrisburg, PA	41	44	38	123	26	32	48	106	49	41	40	130	55	36	27	118	477
Houston, TX	53	64	57	174	44	46	70	160	52	74	41	167	57	66	41	164	665
Indianapolis, IN	69	86	105	260	83	74	92	249	113	98	78	289	107	80	83	270	1068
Jackson, MS	17	15	26	58	14	19	19	52	18	15	18	51	19	12	12	43	204
Jacksonville, FL	51	37	42	130	36	37	41	114	49	55	50	154	58	52	52	162	560
Kansas City, KS	74	69	53	196	62	76	73	211	80	82	55	217	61	71	51	183	807
Knoxville, TN	23	16	16	55	18	13	23	54	23	24	16	63	25	12	17	54	226
Little Rock, AR	40	35	28	103	16	28	38	82	34	28	23	85	18	43	30	91	361
Los Angeles, CA	166	169	116	451	143	139	250	532	231	236	167	634	189	176	123	488	2105
Louisville, KY	72	59	45	176	44	35	43	122	33	31	41	105	52	41	42	135	538
Manchester, NH	28	22	11	61	13	15	12	40	24	17	10	51	24	27	19	70	222
Memphis, TN	34	41	38	113	16	33	36	85	44	25	34	103	38	36	31	105	406
Milwaukee, WI	71	72	60	203	44	46	69	159	63	54	33	150	63	72	66	201	713
Minneapolis, MN	67	70	54	191	43	55	31	129	72	82	80	234	70	69	83	222	776
Montgomery, AL	45	35	35	115	38	44	50	132	44	56	46	146	56	58	58	172	565
Nashville, TN	31	29	16	76	20	13	12	45	26	14	15	55	14	27	18	59	235
New Haven, CT	47	35	33	115	19	25	43	87	38	43	41	122	41	26	22	89	413

(Continued)

Table C.16—continued

Location	1st Quarter				2nd Quarter				3rd Quarter				4th Quarter				Total
	Jan.	Feb.	Mar.	Total	Apr.	May.	Jun.	Total	Jul.	Aug.	Sep.	Total	Oct.	Nov.	Dec.	Total	1979
TEST AREA 2 (Continued)																	
New Orleans, LA	27	26	36	89	39	38	38	115	43	42	38	123	37	50	33	120	447
Newark, NJ	98	72	76	246	63	76	109	248	81	89	96	266	115	89	78	282	1042
Oakland, CA	89	94	90	273	84	74	52	210	91	100	60	251	104	83	69	256	990
Oklahoma City, OK	32	37	28	97	27	26	34	87	39	20	30	89	34	26	24	84	357
Omaha, NE	34	47	46	127	21	25	35	81	42	26	26	94	35	32	29	96	398
Philadelphia, PA	117	85	100	302	88	69	46	203	102	57	48	207	43	62	53	158	870
Phoenix, AZ	53	57	58	168	32	44	63	139	55	42	49	146	49	38	36	123	576
Pittsburgh, PA	59	52	37	148	36	36	39	111	40	50	43	133	56	46	37	139	531
Portland, ME	24	24	27	75	26	12	7	45	21	38	29	88	33	25	26	84	292
Portland, OR	36	35	45	116	30	18	20	68	46	48	35	129	44	27	29	100	413
Raleigh, NC	36	22	30	88	26	24	31	81	29	26	17	72	32	29	28	89	330
Salt Lake City, UT	11	7	5	23	8	10	10	28	8	12	10	30	8	8	12	28	109
San Antonio, TX	52	65	64	181	44	55	56	155	70	64	59	193	45	52	55	152	681
Seattle, WA	46	28	34	108	35	24	26	85	45	46	20	111	30	35	37	102	406
Shreveport, LA	29	28	30	87	19	18	15	52	23	30	16	69	19	12	13	44	252
Sioux Falls, SD	12	11	20	43	17	13	14	44	16	11	11	38	7	14	14	35	160
Spokane, WA	28	14	25	67	14	6	20	40	12	16	10	38	26	18	25	69	214
Springfield, MA	20	23	25	68	18	28	11	57	17	21	26	64	27	33	19	79	268
St. Louis, MO	85	78	70	233	78	68	102	248	96	93	77	266	102	84	81	267	1014
Syracuse, NY	52	33	39	124	27	20	23	70	51	47	37	135	54	41	35	130	459
Wilkes-Barre, PA	45	42	23	110	25	28	16	69	27	38	29	94	40	46	21	107	380
Total	3523	3066	2942	9531	2628	2504	2980	8112	3363	3337	2863	9563	3503	3241	2859	9603	36809
OUTLYING AREAS																	
Anchorage, AK	4	0	2	6	4	4	4	12	5	6	4	15	2	6	4	12	45
Guam	2	4	9	15	7	8	5	20	7	2	0	9	1	1	0	2	46
Honolulu, HA	12	15	8	35	20	21	12	53	14	12	9	35	13	8	10	31	154
San Juan, PR	22	17	21	60	11	14	7	32	4	2	0	6	7	12	7	26	124
Total	40	36	40	116	42	47	28	117	30	22	13	65	23	27	21	71	369
GRAND TOTAL	3688	3220	3108	10016	2799	2663	3154	8616	3505	3528	3002	10035	3655	3390	2990	10035	38702

Table C.17

Number of NPS Enlistments in the U.S. Marine Corps by AFEES and Month for 1978

CATEGORY OF ENLISTEES: High-quality Males

Location	1st Quarter				2nd Quarter				3rd Quarter				4th Quarter				Total
	Jan.	Feb.	Mar.	Total	Apr.	May.	Jun.	Total	Jul.	Aug.	Sep.	Total	Oct.	Nov.	Dec.	Total	1978
TEST AREA 1																	
Dallas, TX	12	8	12	32	4	11	12	27	15	15	10	40	10	5	4	19	118
Richmond, VA	9	20	12	41	8	11	17	36	13	21	11	45	6	8	6	20	142
Total	21	28	24	73	12	22	29	63	28	36	21	85	16	13	10	39	260
TEST AREA 2																	
Albany, NY	6	11	8	25	4	4	3	11	14	6	8	28	4	3	3	10	74
Albuquerque, NM	1	5	3	9	3	5	3	11	6	3	2	11	2	5	1	8	39
Amarillo, TX	3	2	1	6	2	3	5	10	3	2	5	10	5	5	2	12	38
Atlanta, GA	19	8	9	36	11	10	14	35	8	9	9	26	7	12	10	29	126
Baltimore, MD	54	64	70	188	41	29	72	142	49	57	43	149	28	19	17	64	543
Beckley, WV	8	11	12	31	6	9	11	26	10	8	7	25	6	9	9	24	106
Boise, ID	1	2	5	8	3	4	1	8	3	5	0	8	3	2	2	7	31
Boston, MA	29	21	23	73	15	24	25	64	29	22	21	72	14	19	11	44	253
Buffalo, NY	8	13	8	29	8	9	15	32	11	9	8	28	6	10	5	21	110
Butte, MT	2	1	5	8	1	1	5	7	4	3	3	10	1	1	0	2	27
Charlotte, NC	4	6	4	14	1	5	5	11	8	5	4	17	1	3	6	10	52
Chicago, IL	54	36	56	146	52	45	62	159	53	58	57	168	41	57	44	142	615
Cincinnati, OH	14	19	20	53	9	19	16	44	20	6	11	37	4	8	8	20	154
Cleveland, OH	31	26	36	93	25	15	30	70	23	24	14	61	15	19	21	55	279
Columbus, OH	15	21	17	53	13	16	21	50	17	10	12	39	8	8	6	22	164
Coral Gables, FL	12	13	5	30	6	6	17	29	12	16	14	42	17	13	12	42	143
Denver, CO	23	18	10	51	5	12	20	37	21	16	18	55	5	6	9	20	163
Des Moines, IA	20	7	12	39	6	12	15	33	20	11	12	43	15	11	9	35	150
Detroit, MI	31	27	28	86	24	22	50	96	42	42	36	120	22	26	30	78	380
El Paso, TX	3	1	5	9	2	3	9	14	5	1	4	10	4	3	3	10	43
Fargo, ND	6	3	2	11	0	5	2	7	4	7	2	13	1	0	2	3	34
Fort Hamilton, NY	55	35	49	139	46	33	29	108	44	51	33	128	24	17	23	64	439
Fort Jackson, SC	3	6	10	19	10	9	13	32	7	15	9	31	13	8	7	28	110
Fresno, CA	4	3	3	10	15	2	5	22	7	7	3	17	5	7	5	17	66
Harrisburg, PA	13	9	18	40	8	12	8	28	11	11	13	35	9	8	7	24	127
Houston, TX	7	13	16	36	12	6	8	26	25	18	10	53	9	5	7	21	136
Indianapolis, IN	20	16	27	63	23	24	31	78	23	36	21	80	26	16	14	56	277
Jackson, MS	3	2	3	8	1	2	4	7	2	3	0	5	2	1	0	3	23
Jacksonville, FL	8	15	12	35	6	5	9	20	7	5	5	17	6	3	5	14	86
Kansas City, KS	17	18	15	50	14	16	23	53	17	16	15	48	12	14	12	38	189
Knoxville, TN	5	5	4	14	1	1	6	8	3	2	3	8	5	2	2	9	39
Little Rock, AR	5	3	4	12	3	8	8	19	3	8	5	16	4	2	6	12	59
Los Angeles, CA	38	34	40	112	33	35	53	121	52	50	31	133	27	20	33	80	446
Louisville, KY	10	18	6	34	7	7	10	24	16	16	9	41	7	12	6	25	124
Manchester, NH	3	3	4	10	4	5	4	13	3	3	3	9	3	4	4	11	43
Memphis, TN	9	7	1	17	4	1	4	9	5	7	5	17	5	6	4	15	58
Milwaukee, WI	13	10	15	38	8	9	19	36	16	10	17	43	19	6	6	31	148
Minneapolis, MN	12	13	11	36	14	11	24	49	29	34	25	88	11	8	9	28	201
Montgomery, AL	9	4	5	18	5	5	10	20	15	12	6	33	5	5	4	14	85
Nashville, TN	5	5	3	13	3	4	4	11	5	3	4	12	4	2	1	7	43
New Haven, CT	17	18	11	46	12	17	15	44	17	14	8	39	10	5	5	20	149

(Continued)

Table C.17—continued

Location	1st Quarter				2nd Quarter				3rd Quarter				4th Quarter				Total
	Jan.	Feb.	Mar.	Total	Apr.	May.	Jun.	Total	Jul.	Aug.	Sep.	Total	Oct.	Nov.	Dec.	Total	1978
TEST AREA 2 (Continued)																	
New Orleans, LA	3	3	1	7	1	5	5	11	4	13	9	26	8	3	6	17	61
Newark, NJ	21	28	19	68	19	9	24	52	20	21	19	60	10	17	9	36	216
Oakland, CA	32	24	12	68	16	16	29	61	19	25	21	65	16	19	18	53	247
Oklahoma City, OK	3	4	3	10	4	4	3	11	4	4	1	9	5	5	3	13	43
Omaha, NE	6	3	1	10	4	8	15	27	11	8	4	23	4	9	9	22	82
Philadelphia, PA	40	42	34	116	42	37	30	109	43	32	29	104	31	32	33	96	425
Phoenix, AZ	12	7	3	22	8	10	19	37	12	16	12	40	3	2	3	8	107
Pittsburgh, PA	23	17	18	58	12	8	7	27	16	12	13	41	9	10	10	29	155
Portland, ME	8	2	8	18	7	5	8	20	7	5	4	16	4	3	0	7	61
Portland, OR	6	15	8	29	8	5	8	21	11	7	5	23	4	2	4	10	83
Raleigh, NC	4	1	2	7	2	4	7	13	7	9	9	25	2	4	4	10	55
Salt Lake City, UT	0	1	3	4	0	2	1	3	5	1	2	8	1	2	0	3	18
San Antonio, TX	5	8	12	25	9	9	20	38	17	14	11	42	5	10	7	22	127
Seattle, WA	8	6	8	22	1	7	9	17	4	5	8	17	6	6	4	16	72
Shreveport, LA	0	3	0	3	1	0	1	2	0	4	1	5	2	1	3	6	16
Sioux Falls, SD	2	0	7	9	2	4	9	15	5	4	4	13	2	2	2	6	43
Spokane, WA	0	2	5	7	2	0	6	8	11	4	6	21	3	3	5	11	47
Springfield, MA	8	5	1	14	1	3	9	13	5	4	8	17	4	5	4	13	57
St. Louis, MO	20	24	37	81	16	16	28	60	19	21	20	60	16	18	20	54	255
Syracuse, NY	12	14	10	36	15	9	6	30	8	14	3	25	8	12	9	29	120
Wilkes-Barre, PA	25	22	23	70	14	12	20	46	19	5	13	37	10	6	4	20	173
Total	838	783	811	2432	650	643	952	2245	916	869	717	2502	568	561	527	1656	8835
OUTLYING AREAS																	
Anchorage, AK	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	1	0	0	1	1
Guam	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	0	0	1	1	1
Honolulu, HA	1	3	0	4	1	2	2	5	4	0	3	7	1	1	1	3	19
San Juan, PR	3	0	4	7	2	2	1	5	4	4	0	8	1	0	1	2	22
Total	4	3	4	11	3	4	3	10	8	4	3	15	3	1	3	7	43
GRAND TOTAL	863	814	839	2516	665	669	984	2318	952	909	741	2602	587	575	540	1702	9138

Table C.18

Number of NPS Enlistments in the U.S. Marine Corps by AFEES and Month for 1979

CATEGORY OF ENLISTEES: High-quality Males

Location	1st Quarter				2nd Quarter				3rd Quarter				4th Quarter				Total
	Jan.	Feb.	Mar.	Total	Apr.	May.	Jun.	Total	Jul.	Aug.	Sep.	Total	Oct.	Nov.	Dec.	Total	1979
TEST AREA 1																	
Dallas, TX	10	7	10	27	11	6	14	31	11	26	13	50	7	9	11	27	135
Richmond, VA	11	7	11	29	14	14	21	49	9	21	6	36	17	8	13	38	152
Total	21	14	21	56	25	20	35	80	20	47	19	86	24	17	24	65	287
TEST AREA 2																	
Albany, NY	6	2	6	14	3	2	4	9	2	4	6	12	5	4	9	18	53
Albuquerque, NM	6	3	0	9	5	2	5	12	4	5	2	11	0	1	3	4	36
Amarillo, TX	5	8	4	17	1	6	6	13	3	1	1	5	1	2	5	8	43
Atlanta, GA	9	13	14	36	2	5	19	26	17	16	3	36	7	16	8	31	129
Baltimore, MD	23	16	24	63	11	19	31	61	27	31	19	77	24	20	18	62	263
Beckley, WV	6	3	9	18	10	5	8	23	14	14	8	36	12	6	5	23	100
Boise, ID	2	3	4	9	0	5	1	6	5	4	2	11	0	0	2	2	28
Boston, MA	18	17	14	49	18	17	28	63	22	46	20	88	18	25	14	57	257
Buffalo, NY	4	7	7	18	6	3	9	18	14	9	7	30	7	5	6	18	84
Butte, MT	8	1	1	10	3	3	4	10	3	3	1	7	3	3	3	9	36
Charlotte, NC	6	8	7	21	6	2	5	13	8	6	10	24	4	4	9	17	75
Chicago, IL	40	31	35	106	34	42	52	128	52	39	48	139	47	54	50	151	524
Cincinnati, OH	6	9	4	19	6	5	31	42	12	16	9	37	14	12	9	35	133
Cleveland, OH	26	26	15	67	16	13	25	54	23	31	15	69	24	23	20	67	257
Columbus, OH	11	5	5	21	7	7	12	26	12	10	7	29	4	9	8	21	97
Coral Gables, FL	14	12	14	40	12	5	16	33	17	14	14	45	13	18	13	44	162
Denver, CO	12	9	17	38	10	7	15	32	20	16	9	45	9	8	7	24	139
Des Moines, IA	13	15	6	34	10	6	13	29	21	13	11	45	9	8	10	27	135
Detroit, MI	45	43	35	123	33	28	49	110	52	62	55	169	53	51	42	146	548
El Paso, TX	2	1	1	4	3	3	2	8	3	2	1	6	2	1	3	6	24
Fargo, ND	4	2	2	8	1	0	1	2	3	3	5	11	4	8	2	14	35
Fort Hamilton, NY	37	20	19	76	22	22	16	60	31	37	37	105	51	29	24	104	345
Fort Jackson, SC	7	7	14	28	5	5	5	15	11	1	7	19	7	5	5	17	79
Fresno, CA	7	1	6	14	4	3	7	14	11	5	3	19	4	3	6	13	60
Harrisburg, PA	6	8	10	24	3	7	17	27	14	9	15	38	13	8	9	30	119
Houston, TX	8	13	8	29	7	2	23	32	12	18	9	39	8	10	5	23	123
Indianapolis, IN	10	14	19	43	19	29	18	66	34	29	17	80	26	11	23	60	249
Jackson, MS	1	2	3	6	3	2	4	9	4	1	3	8	2	3	0	5	28
Jacksonville, FL	4	2	7	13	9	8	7	24	14	15	9	38	8	11	6	25	100
Kansas City, KS	19	24	20	63	21	23	21	65	28	21	18	67	13	23	16	52	247
Knoxville, TN	7	2	3	12	5	3	5	13	9	13	5	27	9	2	7	18	70
Little Rock, AR	7	6	6	19	4	9	7	20	5	7	1	13	4	4	7	15	67
Los Angeles, CA	32	27	27	86	26	16	68	110	54	53	48	155	28	40	25	93	444
Louisville, KY	18	16	3	37	9	13	15	37	10	14	14	38	19	8	10	37	149
Manchester, NH	2	4	3	9	3	4	5	12	8	4	2	14	4	4	2	10	45
Memphis, TN	5	6	5	16	2	8	10	20	8	6	3	17	3	2	6	11	64
Milwaukee, WI	8	7	8	23	7	7	19	33	14	13	9	36	14	20	16	50	142
Minneapolis, MN	8	10	16	34	10	12	11	33	23	25	18	66	17	19	18	54	187
Montgomery, AL	6	3	3	12	7	6	8	21	17	12	10	39	7	8	8	23	95
Nashville, TN	2	7	1	10	4	1	5	10	7	1	6	14	2	5	6	13	47
New Haven, CT	9	7	7	23	4	7	11	22	12	10	11	33	8	3	4	15	93

(Continued)

Table C.18—continued

Location	1st Quarter				2nd Quarter				3rd Quarter				4th Quarter				Total
	Jan.	Feb.	Mar.	Total	Apr.	May.	Jun.	Total	Jul.	Aug.	Sep.	Total	Oct.	Nov.	Dec.	Total	1979
TEST AREA 2 (Continued)																	
New Orleans, LA	5	6	3	14	6	9	11	26	10	6	7	23	1	10	4	15	78
Newark, NJ	22	16	18	56	14	15	23	52	21	21	24	66	19	15	14	48	222
Oakland, CA	23	12	18	53	13	12	11	36	23	34	13	70	26	22	12	60	219
Oklahoma City, OK	10	14	7	31	5	5	6	16	10	2	5	17	4	8	4	16	80
Omaha, NE	8	8	8	24	2	4	6	12	11	2	10	23	5	3	5	13	72
Philadelphia, PA	43	24	29	96	27	14	19	60	39	24	19	82	14	24	18	56	294
Phoenix, AZ	5	10	9	24	3	18	15	36	14	11	10	35	14	11	3	28	123
Pittsburgh, PA	8	5	5	18	8	8	12	28	11	13	9	33	9	6	9	24	103
Portland, ME	5	9	3	17	5	1	5	11	4	13	4	21	1	4	3	8	57
Portland, OR	6	12	10	28	6	2	4	12	9	12	14	35	11	5	9	25	100
Raleigh, NC	6	1	4	11	1	4	5	10	3	2	2	7	4	5	3	12	40
Salt Lake City, UT	2	2	0	4	5	4	3	12	2	2	3	7	0	4	3	7	30
San Antonio, TX	6	10	18	34	4	9	14	27	16	10	13	39	8	6	12	26	126
Seattle, WA	13	0	5	18	4	6	4	14	15	11	6	32	7	4	5	16	80
Shreveport, LA	1	1	5	7	2	2	1	5	2	6	2	10	2	2	1	5	27
Sioux Falls, SD	3	2	1	6	4	5	6	15	2	2	3	7	2	6	5	13	41
Spokane, WA	7	2	5	14	3	3	8	14	1	5	2	8	3	4	7	14	50
Springfield, MA	4	7	2	13	3	9	4	16	3	5	9	17	10	7	2	19	65
St. Louis, MO	19	20	18	57	19	20	24	63	25	23	19	67	14	12	20	46	233
Syracuse, NY	13	7	7	27	5	3	9	17	13	13	8	34	11	7	4	22	100
Wilkes-Barre, PA	9	8	5	22	5	3	4	12	5	8	9	22	7	9	5	21	77
Total	687	596	592	1875	515	528	812	1855	899	864	689	2452	679	670	597	1946	8128
OUTLYING AREAS																	
Anchorage, AK	3	0	0	3	0	2	2	4	1	3	2	6	1	1	1	3	16
Guam	1	0	1	2	0	2	1	3	0	1	0	1	0	0	0	0	6
Honolulu, HA	4	2	0	6	4	1	3	8	2	3	2	7	3	3	2	8	29
San Juan, PR	3	4	1	8	0	4	2	6	2	1	0	3	2	4	2	8	25
Total	11	6	2	19	4	9	8	21	5	8	4	17	6	8	5	19	76
GRAND TOTAL	719	616	615	1950	544	557	855	1956	924	919	712	2555	709	695	626	2030	8491

Table C.19

Number of NPS Enlistments in the U.S. Air Force by AFEES and Month for 1978

CATEGORY OF ENLISTEES: Both Sexes

Location	1st Quarter				2nd Quarter				3rd Quarter				4th Quarter				Total
	Jan.	Feb.	Mar.	Total	Apr.	May.	Jun.	Total	Jul.	Aug.	Sep.	Total	Oct.	Nov.	Dec.	Total	1978
Albany, NY	78	74	105	257	66	71	46	183	39	57	47	143	72	63	74	209	792
Albuquerque, NM	26	30	25	81	23	31	20	74	27	29	40	96	32	30	38	100	351
Amarillo, TX	44	41	35	120	31	32	27	90	18	29	21	68	27	18	24	69	347
Atlanta, GA	96	110	98	304	65	60	85	210	56	124	97	277	103	79	124	306	1097
Baltimore, MD	135	148	162	445	146	130	151	427	108	182	137	427	117	109	112	338	1637
Beckley, WV	28	28	46	102	18	15	33	66	30	29	30	89	20	15	19	54	311
Boise, ID	14	10	15	39	12	10	13	35	9	14	11	34	23	24	23	70	178
Boston, MA	160	135	239	534	161	148	135	444	130	189	114	433	165	133	176	474	1885
Buffalo, NY	104	117	98	319	90	68	83	241	62	91	70	223	95	92	115	302	1085
Butte, MT	23	17	34	74	16	13	25	54	21	31	12	64	23	16	26	65	257
Charlotte, NC	103	81	82	266	69	62	53	184	58	94	60	212	72	61	84	217	879
Chicago, IL	134	109	148	391	144	123	122	389	95	153	121	369	133	121	149	403	1552
Cincinnati, OH	61	70	92	223	73	56	76	205	57	84	86	227	59	80	74	213	868
Cleveland, OH	132	159	161	452	127	120	130	377	96	143	130	369	132	123	116	371	1569
Columbus, OH	67	94	125	286	69	86	77	232	81	97	66	244	92	66	78	236	998
Coral Gables, FL	163	191	199	553	130	99	130	359	100	125	122	347	98	94	99	291	1550
Dallas, TX	123	132	115	370	91	85	108	284	100	149	101	350	91	91	92	274	1278
Denver, CO	121	99	135	355	87	90	79	256	90	105	82	277	92	112	89	293	1181
Des Moines, IA	68	61	59	188	62	44	49	155	38	73	48	159	58	60	61	179	681
Detroit, MI	178	221	207	606	181	160	140	481	118	241	153	512	185	175	204	564	2163
El Paso, TX	33	34	48	115	41	41	45	127	35	59	45	139	26	41	35	102	483
Fargo, ND	54	30	39	123	34	29	16	79	15	28	24	67	20	33	29	82	351
Fort Hamilton, NY	165	200	242	607	177	178	164	519	178	179	192	549	203	234	215	652	2327
Fort Jackson, SC	110	88	103	301	74	87	74	235	55	103	84	242	62	77	85	224	1002
Fresno, CA	46	42	34	122	41	36	23	100	20	45	32	97	41	39	34	114	433
Harrisburg, PA	72	91	77	240	71	48	49	168	47	70	61	178	60	49	59	168	754
Houston, TX	99	70	89	258	81	75	94	250	67	94	82	243	58	59	53	170	921
Indianapolis, IN	87	95	105	287	74	75	75	224	67	104	75	246	78	69	64	211	968
Jackson, MS	50	51	50	151	22	32	44	98	37	60	29	126	26	37	44	107	482
Jacksonville, FL	122	122	128	372	148	165	164	477	159	188	156	503	156	163	183	502	1854
Kansas City, KS	124	106	125	355	72	63	96	231	83	106	90	279	83	76	85	244	1109
Knoxville, TN	49	64	67	180	51	45	58	154	37	85	62	184	54	52	58	164	682
Little Rock, AR	48	62	55	165	50	34	45	129	35	62	54	151	37	39	46	122	567
Los Angeles, CA	315	339	309	963	264	274	242	780	237	319	219	775	251	274	276	801	3319
Louisville, KY	50	55	80	185	48	49	33	130	36	60	38	134	26	51	53	130	579
Manchester, NH	52	55	70	177	43	38	47	128	27	37	20	84	35	34	38	107	496
Memphis, TN	65	66	71	202	61	48	49	158	41	73	44	158	58	45	63	166	684
Milwaukee, WI	129	116	98	343	82	66	69	217	69	127	83	279	70	105	90	265	1104
Minneapolis, MN	153	134	156	443	136	99	105	340	88	134	97	319	98	111	113	322	1424
Montgomery, AL	101	117	116	334	106	116	117	339	109	134	141	384	128	95	129	352	1409
Nashville, TN	67	69	68	204	43	48	60	151	46	67	58	171	45	45	72	162	688
New Haven, CT	68	53	83	204	45	63	54	162	38	43	40	121	48	48	49	145	632
New Orleans, LA	54	64	58	176	52	57	58	167	57	87	58	202	47	49	62	158	703
Newark, NJ	115	97	144	356	77	107	92	276	82	113	92	287	93	112	99	304	1223

(Continued)

Table C.19—continued

Location	1st Quarter				2nd Quarter				3rd Quarter				4th Quarter				Total
	Jan.	Feb.	Mar.	Total	Apr.	May.	Jun.	Total	Jul.	Aug.	Sep.	Total	Oct.	Nov.	Dec.	Total	1978
(Continued)																	
Oakland, CA	234	220	182	636	186	193	176	555	156	207	150	513	202	162	187	551	2255
Oklahoma City, OK	56	73	80	209	68	39	48	155	52	65	50	167	42	49	51	142	673
Omaha, NE	54	56	68	178	50	27	48	125	33	60	40	133	31	43	36	110	546
Philadelphia, PA	141	149	192	482	148	154	129	431	120	166	120	406	138	121	115	374	1693
Phoenix, AZ	125	110	131	366	84	104	110	298	70	149	95	314	77	71	90	238	1216
Pittsburgh, PA	146	157	162	465	144	130	106	380	86	128	105	319	121	126	112	359	1523
Portland, ME	62	63	90	215	45	46	60	151	35	63	38	136	38	48	59	145	647
Portland, OR	97	84	68	249	55	61	67	183	43	71	58	172	57	48	80	185	789
Raleigh, NC	98	87	76	261	64	64	57	185	56	88	85	229	56	72	65	193	868
Richmond, VA	82	82	105	269	92	87	85	264	63	91	84	238	99	60	99	258	1029
Salt Lake City, UT	20	19	28	67	36	22	26	84	16	22	22	60	25	20	32	77	288
San Antonio, TX	117	106	103	326	92	75	83	250	80	137	119	336	109	68	93	270	1182
Seattle, WA	95	80	78	253	56	36	62	154	52	78	77	207	61	64	63	188	802
Shreveport, LA	51	51	67	169	27	46	41	114	53	52	42	147	43	39	44	126	556
Sioux Falls, SD	33	33	40	106	22	24	24	70	18	32	24	74	23	29	30	82	332
Spokane, WA	39	31	33	103	16	15	23	54	19	18	20	57	35	25	32	92	306
Springfield, MA	67	58	83	208	52	64	41	157	44	63	53	160	50	58	73	181	706
St. Louis, MO	160	158	147	465	105	107	120	332	96	161	125	382	95	114	100	309	1488
Syracuse, NY	109	95	119	323	63	70	54	187	66	63	51	180	77	72	77	226	916
Wilkes-Barre, PA	78	77	83	238	67	73	48	188	49	63	60	172	64	68	81	213	811
Total	5950	5936	6530	18416	5026	4813	4863	14702	4205	6193	4842	15240	4935	4856	5330	15121	63479
OUTLYING AREAS																	
Anchorage, AK	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	4	5	5	14	14
Guam	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	5	2	9	16	16
Honolulu, HA	43	52	45	140	22	34	38	94	28	28	34	90	40	23	45	108	432
San Juan, PR	5	12	10	27	4	3	11	18	5	17	14	36	8	5	11	24	105
Total	48	64	55	167	26	37	49	112	33	45	48	126	57	35	70	162	567
GRAND TOTAL	5998	6000	6585	18583	5052	4850	4912	14814	4238	6238	4890	15366	4992	4891	5400	15283	64046

Table C.20

Number of NPS Enlistments in the U.S. Air Force by AFEES and Month for 1979

CATEGORY OF ENLISTEES: Both Sexes

Location	1st Quarter				2nd Quarter				3rd Quarter				4th Quarter				Total
	Jan.	Feb.	Mar.	Total	Apr.	May.	Jun.	Total	Jul.	Aug.	Sep.	Total	Oct.	Nov.	Dec.	Total	1979
Albany, NY	83	83	79	245	61	64	61	186	65	89	55	209	73	64	65	202	842
Albuquerque, NM	43	51	36	130	31	44	36	111	48	55	38	141	41	42	37	120	502
Amarillo, TX	39	26	25	90	27	31	22	80	24	34	16	74	31	28	17	76	320
Atlanta, GA	130	121	133	384	119	107	124	350	139	147	113	399	129	119	106	354	1487
Baltimore, MD	122	115	167	404	177	152	149	478	192	152	146	490	136	119	144	399	1771
Beckley, WV	36	27	35	98	18	22	19	59	27	46	29	102	29	48	38	115	374
Boise, ID	26	34	26	86	19	26	29	74	27	25	27	79	22	21	29	72	311
Boston, MA	174	198	221	593	171	163	172	506	190	189	197	576	133	182	152	467	2142
Buffalo, NY	107	138	113	358	91	99	83	273	105	123	117	345	129	124	105	358	1334
Butte, MT	27	19	41	87	23	19	29	71	31	19	16	66	20	28	24	72	296
Charlotte, NC	83	85	101	269	79	80	76	235	91	90	70	251	77	86	76	239	994
Chicago, IL	172	151	133	456	159	156	166	481	170	222	206	598	172	226	186	584	2119
Cincinnati, OH	109	106	90	305	75	82	107	264	98	104	86	288	98	92	82	272	1129
Cleveland, OH	174	130	165	469	106	123	137	366	155	155	115	425	172	161	145	478	1738
Columbus, OH	101	88	73	262	72	84	101	257	87	121	76	284	112	97	112	321	1124
Coral Gables, FL	116	126	115	357	119	156	157	432	140	153	160	453	136	166	129	431	1673
Dallas, TX	118	105	157	380	109	123	106	338	120	152	95	367	149	125	100	374	1459
Denver, CO	125	115	117	357	114	125	105	344	105	120	94	319	118	106	120	344	1364
Des Moines, IA	77	61	63	201	57	38	37	132	53	51	37	141	54	60	62	176	650
Detroit, MI	202	205	177	584	172	148	201	521	178	237	180	595	220	222	211	653	2353
El Paso, TX	49	42	53	144	43	33	45	121	57	58	64	179	46	48	47	141	585
Fargo, ND	38	33	30	101	33	24	26	83	18	21	21	60	15	25	20	60	304
Fort Hamilton, NY	173	211	144	528	163	167	166	496	217	198	221	636	253	234	192	679	2339
Fort Jackson, SC	108	72	114	294	88	105	91	284	98	116	107	321	82	104	79	265	1164
Fresno, CA	52	42	36	130	31	32	38	101	32	40	27	99	42	25	41	108	438
Harrisburg, PA	52	71	67	190	61	39	77	177	45	62	49	156	56	60	67	183	706
Houston, TX	92	76	105	273	76	84	100	260	84	113	74	271	87	71	60	218	1022
Indianapolis, IN	87	79	79	245	83	86	87	256	97	125	87	309	108	124	115	347	1157
Jackson, MS	49	37	40	126	26	48	32	106	42	47	24	113	36	39	25	100	445
Jacksonville, FL	179	170	161	510	158	183	161	502	203	247	201	651	174	201	178	553	2216
Kansas City, KS	125	98	96	319	78	102	82	262	102	144	77	323	71	105	86	262	1166
Knoxville, TN	67	76	72	215	64	59	68	191	82	93	70	245	60	44	68	172	823
Little Rock, AR	50	54	64	168	35	61	41	137	58	67	44	169	48	75	49	172	646
Los Angeles, CA	300	310	226	836	273	367	314	954	302	413	296	1011	338	356	269	963	3764
Louisville, KY	45	58	61	164	43	46	62	151	64	72	64	200	66	71	50	187	702
Manchester, NH	59	53	40	152	44	36	45	125	46	59	33	138	36	46	49	131	546
Memphis, TN	62	50	76	188	49	63	62	174	64	80	39	183	65	73	58	196	741
Milwaukee, WI	99	123	99	321	110	85	89	284	102	114	87	303	114	109	114	337	1245
Minneapolis, MN	135	125	115	375	100	102	92	294	83	105	87	275	100	104	131	335	1279
Montgomery, AL	135	165	126	426	128	138	140	406	157	197	162	516	154	170	128	452	1800
Nashville, TN	57	74	61	192	65	56	71	192	77	87	58	222	62	56	76	194	800
New Haven, CT	59	60	52	171	48	38	39	125	42	61	49	152	56	49	51	156	604
New Orleans, LA	56	47	68	171	45	59	62	166	51	79	45	175	59	57	49	165	677
Newark, NJ	105	103	107	315	131	123	86	340	98	133	93	324	126	131	119	376	1355

(Continued)

Table C.20—continued

Location	1st Quarter				2nd Quarter				3rd Quarter				4th Quarter				Total
	Jan.	Feb.	Mar.	Total	Apr.	May.	Jun.	Total	Jul.	Aug.	Sep.	Total	Oct.	Nov.	Dec.	Total	1979
(Continued)																	
Oakland, CA	208	213	207	628	197	193	166	556	193	256	177	626	229	193	208	630	2440
Oklahoma City, OK	68	60	67	195	58	67	59	184	54	60	50	164	51	76	56	183	726
Omaha, NE	49	55	51	155	38	36	45	119	46	60	30	136	41	52	50	143	553
Philadelphia, PA	155	148	192	495	132	134	148	414	143	156	119	418	163	156	102	421	1748
Phoenix, AZ	92	82	93	267	101	96	108	305	128	131	94	353	118	93	70	281	1206
Pittsburgh, PA	153	134	144	431	102	118	105	325	140	151	104	395	141	128	131	400	1551
Portland, ME	46	55	44	145	63	44	37	144	37	55	60	152	29	49	42	120	561
Portland, OR	89	112	67	268	80	65	82	227	90	94	77	261	82	71	66	219	975
Raleigh, NC	73	71	87	231	86	71	84	241	101	96	67	264	79	92	82	253	989
Richmond, VA	83	88	111	282	89	101	102	292	110	138	98	346	84	99	102	285	1205
Salt Lake City, UT	21	25	33	79	34	30	23	87	22	39	31	92	38	31	34	103	361
San Antonio, TX	111	129	125	365	103	119	116	338	126	147	100	373	135	115	96	346	1422
Seattle, WA	85	87	97	269	63	73	80	216	97	89	84	270	77	73	76	226	981
Shreveport, LA	70	65	55	190	53	60	55	168	43	55	42	140	54	57	50	161	659
Sioux Falls, SD	38	34	25	97	33	22	24	79	29	35	20	84	36	48	37	121	381
Spokane, WA	34	32	52	118	38	29	25	92	28	54	28	110	31	36	35	102	422
Springfield, MA	93	77	98	268	58	56	64	178	56	78	51	185	65	65	73	203	834
St. Louis, MO	132	120	111	363	101	145	114	360	155	131	90	376	125	119	125	369	1468
Syracuse, NY	99	107	86	292	58	52	61	171	75	71	74	220	77	91	60	228	911
Wilkes-Barre, PA	75	92	71	238	66	66	66	198	78	70	66	214	58	72	62	192	842
Total	6071	5999	5975	18045	5327	5555	5557	16439	6017	6981	5414	18412	6018	6209	5618	17845	70741
OUTLYING AREAS																	
Anchorage, AK	19	8	13	40	10	7	13	30	11	8	6	25	12	14	8	34	129
Guam	3	11	12	26	7	3	14	24	13	10	3	26	7	3	0	10	86
Honolulu, HA	48	31	41	120	39	35	45	119	46	44	37	127	31	29	28	88	454
San Juan, PR	12	4	5	21	10	21	13	44	11	10	13	34	7	12	4	23	122
Total	82	54	71	207	66	66	85	217	81	72	59	212	57	58	40	155	791
GRAND TOTAL	6153	6053	6046	18252	5393	5621	5642	16656	6098	7053	5473	18624	6075	6267	5658	18000	71532

Table C.21

Number of NPS Enlistments in the U.S. Air Force by AFEES and Month for 1978

CATEGORY OF ENLISTEES: Males

Location	1st Quarter				2nd Quarter				3rd Quarter				4th Quarter				Total
	Jan.	Feb.	Mar.	Total	Apr.	May.	Jun.	Total	Jul.	Aug.	Sep.	Total	Oct.	Nov.	Dec.	Total	1978
Albany, NY	72	56	93	221	54	58	37	149	32	38	37	107	63	52	54	169	646
Albuquerque, NM	19	26	20	65	15	22	15	52	22	18	28	68	23	22	29	74	259
Amarillo, TX	36	33	24	93	27	26	23	76	14	19	15	48	13	10	20	43	260
Atlanta, GA	83	97	81	261	54	47	61	162	48	98	76	222	89	62	103	254	899
Baltimore, MD	115	121	132	368	129	106	126	361	98	127	114	339	96	88	92	276	1344
Beckley, WV	28	25	37	90	13	11	29	53	26	21	22	69	17	14	17	48	260
Boise, ID	12	8	13	33	8	6	9	23	5	11	8	24	17	15	18	50	130
Boston, MA	135	112	200	447	134	115	117	366	112	140	92	344	121	115	132	368	1525
Buffalo, NY	83	98	80	261	75	54	62	191	46	62	50	158	80	72	88	240	850
Butte, MT	20	13	28	61	11	7	16	34	18	25	11	54	11	12	21	44	193
Charlotte, NC	90	69	65	224	60	51	42	153	51	68	48	167	57	51	62	170	714
Chicago, IL	111	102	131	344	130	101	99	330	81	108	96	285	97	96	116	309	1268
Cincinnati, OH	51	64	81	196	59	43	66	168	46	66	70	182	47	66	57	170	716
Cleveland, OH	113	141	138	392	114	89	101	304	88	97	109	294	96	103	89	288	1278
Columbus, OH	55	81	107	243	50	72	60	182	71	72	48	191	73	60	60	193	809
Coral Gables, FL	124	150	155	429	102	75	96	273	80	86	106	272	71	74	81	226	1200
Dallas, TX	99	114	98	311	71	60	88	219	74	113	81	268	61	68	69	198	996
Denver, CO	91	78	94	263	66	59	65	190	65	78	58	201	70	82	67	219	873
Des Moines, IA	59	52	44	155	54	35	39	128	31	59	34	124	47	51	48	146	553
Detroit, MI	151	186	171	508	150	118	109	377	92	167	121	380	128	131	153	412	1677
El Paso, TX	31	26	38	95	35	32	38	105	29	36	30	95	23	32	26	81	376
Fargo, ND	47	27	30	104	26	22	12	60	11	15	18	44	12	26	20	58	266
Fort Hamilton, NY	138	175	213	526	161	154	123	438	151	138	149	438	158	182	164	504	1906
Fort Jackson, SC	88	71	80	239	54	65	58	177	43	72	57	172	42	57	70	169	757
Fresno, CA	35	30	26	91	34	25	15	74	15	30	23	68	28	32	26	86	319
Harrisburg, PA	65	73	62	200	56	39	41	136	34	42	48	124	44	38	46	128	588
Houston, TX	73	60	68	201	68	66	74	208	55	70	54	179	46	43	42	131	719
Indianapolis, IN	75	80	88	243	67	62	61	190	57	75	62	194	58	54	54	166	793
Jackson, MS	38	43	43	124	20	23	36	79	30	41	25	96	25	22	37	84	383
Jacksonville, FL	97	105	105	307	114	141	130	385	133	124	132	389	119	118	140	377	1458
Kansas City, KS	109	90	98	297	57	53	79	189	65	85	73	223	54	62	65	181	890
Knoxville, TN	39	54	54	147	38	36	45	119	29	62	35	126	32	35	43	110	502
Little Rock, AR	40	50	46	136	40	26	37	103	30	48	39	117	30	27	31	88	444
Los Angeles, CA	264	277	246	787	212	225	205	642	206	244	169	619	189	211	221	621	2669
Louisville, KY	40	45	61	146	33	43	27	103	29	48	31	108	21	42	46	109	466
Manchester, NH	47	45	53	145	33	27	34	94	24	20	15	59	27	27	33	87	385
Memphis, TN	55	59	53	167	57	28	37	122	36	52	38	126	44	37	49	130	545
Milwaukee, WI	107	104	75	286	65	55	57	177	58	100	65	223	55	84	68	207	893
Minneapolis, MN	138	109	135	382	108	73	85	266	78	98	83	259	72	87	82	241	1148
Montgomery, AL	82	99	96	277	89	87	93	269	92	111	105	308	83	76	99	258	1112
Nashville, TN	56	57	53	166	32	37	49	118	41	50	50	141	35	33	59	127	552
New Haven, CT	62	48	67	177	37	46	42	125	35	31	30	96	35	39	43	117	515
New Orleans, LA	46	49	44	139	42	42	48	132	48	59	43	150	30	28	50	108	529
Newark, NJ	96	88	121	305	62	85	80	227	74	82	75	231	81	96	84	261	1024

(Continued)

Table C.21—continued

Location	1st Quarter				2nd Quarter				3rd Quarter				4th Quarter				Total
	Jan.	Feb.	Mar.	Total	Apr.	May.	Jun.	Total	Jul.	Aug.	Sep.	Total	Oct.	Nov.	Dec.	Total	1978
(Continued)																	
Oakland, CA	187	167	147	501	143	142	144	429	121	144	115	380	143	125	130	398	1708
Oklahoma City, OK	44	67	58	169	53	30	40	123	43	48	33	124	27	33	38	98	514
Omaha, NE	49	48	57	154	38	17	40	95	32	44	27	103	19	30	25	74	426
Philadelphia, PA	119	130	160	409	130	121	110	361	104	110	100	314	111	101	100	312	1396
Phoenix, AZ	102	85	99	286	5.	76	87	220	60	97	61	218	51	41	64	156	880
Pittsburgh, PA	129	132	121	382	106	86	79	271	73	81	76	230	88	104	90	282	1165
Portland, ME	53	50	79	182	41	34	50	125	27	46	30	103	31	38	52	121	531
Portland, OR	74	67	57	198	45	49	53	147	39	48	48	135	40	35	67	142	622
Raleigh, NC	76	71	58	205	49	53	42	144	46	56	64	166	39	54	47	140	655
Richmond, VA	60	64	86	210	69	75	67	211	53	60	67	180	74	44	75	193	794
Salt Lake City, UT	18	11	27	56	29	17	21	67	14	19	20	53	19	15	28	62	238
San Antonio, TX	92	77	83	252	64	62	64	190	63	96	83	242	67	49	72	188	872
Seattle, WA	80	66	65	211	44	30	55	129	36	61	63	160	43	51	49	143	643
Shreveport, LA	43	40	53	136	22	33	35	90	44	36	32	112	29	29	35	93	431
Sioux Falls, SD	27	27	33	87	19	17	21	57	17	22	19	58	18	23	24	65	267
Spokane, WA	31	26	24	81	15	9	16	40	15	14	11	40	23	21	25	69	230
Springfield, MA	56	55	73	184	42	56	34	132	33	46	38	117	37	49	66	152	585
St. Louis, MO	140	128	117	385	86	77	90	253	75	121	97	293	68	85	87	240	1171
Syracuse, NY	86	76	97	259	53	58	38	149	58	45	32	135	61	52	58	171	714
Wilkes-Barre, PA	67	71	71	209	63	59	42	164	41	42	47	130	51	59	67	177	680
Total	4948	4948	5312	15208	4084	3748	3894	11726	3497	4442	3736	11675	3659	3770	4173	11602	50211
OUTLYING AREAS																	
Anchorage, AK	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	4	5	4	13	13
Guam	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	4	0	8	12	12
Honolulu, HA	34	46	41	121	20	33	31	84	25	26	27	78	30	19	35	84	367
San Juan, PR	4	11	10	25	4	3	11	18	5	14	12	31	8	5	11	24	98
Total	38	57	51	146	24	36	42	102	30	40	39	109	46	29	58	133	490
GRAND TOTAL	4986	5005	5363	15354	4108	3784	3936	11828	3527	4482	3775	11784	3705	3799	4231	11735	50701

Table C.22

Number of NPS Enlistments in the U.S. Air Force by AFEES and Month for 1979

CATEGORY OF ENLISTEES: Males

Location	1st Quarter				2nd Quarter				3rd Quarter				4th Quarter				Total
	Jan.	Feb.	Mar.	Total	Apr.	May.	Jun.	Total	Jul.	Aug.	Sep.	Total	Oct.	Nov.	Dec.	Total	1979
Albany, NY	70	70	63	203	50	50	44	144	50	60	43	153	63	55	52	170	670
Albuquerque, NM	34	39	26	99	21	32	25	78	32	45	25	102	25	29	27	81	360
Amarillo, TX	29	23	14	66	21	25	17	63	18	24	13	55	25	25	12	62	246
Atlanta, GA	111	92	106	309	100	89	97	286	119	123	93	335	108	93	89	290	1220
Baltimore, MD	96	98	143	337	149	113	121	383	156	117	119	392	116	95	122	333	1445
Beckley, WV	31	26	30	87	16	19	14	49	23	36	22	81	26	42	31	99	316
Boise, ID	19	23	18	60	16	19	21	56	23	16	13	52	16	18	24	58	226
Boston, MA	138	172	173	483	135	126	137	398	151	151	152	454	109	149	129	387	1722
Buffalo, NY	87	107	89	283	69	72	62	203	77	89	94	260	107	93	84	284	1030
Butte, MT	17	14	28	59	17	12	20	49	25	17	10	52	11	21	20	52	212
Charlotte, NC	70	65	86	221	67	60	58	185	69	73	59	201	61	61	60	182	789
Chicago, IL	140	125	103	368	132	120	123	375	130	171	164	465	136	179	151	466	1674
Cincinnati, OH	86	84	68	238	49	58	83	190	68	78	68	214	73	74	66	213	855
Cleveland, OH	140	103	126	369	84	91	108	283	126	123	95	344	136	134	124	394	1390
Columbus, OH	87	74	55	216	53	58	80	191	70	98	62	230	87	66	80	233	870
Coral Gables, FL	91	91	92	274	101	123	107	331	105	127	120	352	103	118	97	318	1275
Dallas, TX	91	74	120	285	72	88	88	248	90	123	70	283	118	98	81	297	1113
Denver, CO	100	90	83	273	85	95	79	259	76	84	67	227	96	89	103	288	1047
Des Moines, IA	68	44	50	162	41	29	30	100	42	39	27	108	40	49	55	144	514
Detroit, MI	148	164	128	440	126	117	154	397	141	199	145	485	172	168	164	504	1826
El Paso, TX	39	33	37	109	34	23	36	93	42	46	50	138	35	36	39	110	450
Fargo, ND	30	18	19	67	21	12	12	45	10	16	12	38	9	15	15	39	189
Fort Hamilton, NY	148	173	118	439	130	136	138	404	181	168	190	539	213	198	156	567	1949
Fort Jackson, SC	86	61	84	231	70	77	72	219	81	85	82	248	63	82	63	208	906
Fresno, CA	38	31	23	92	20	19	27	66	27	33	18	78	35	21	31	87	323
Harrisburg, PA	45	52	49	146	42	25	54	121	33	45	39	117	45	48	53	146	530
Houston, TX	72	54	83	209	55	61	78	194	67	88	62	217	73	56	48	177	797
Indianapolis, IN	73	62	67	202	55	67	67	189	71	101	70	242	79	99	89	267	900
Jackson, MS	41	25	34	100	18	37	28	83	31	33	22	86	26	31	20	77	346
Jacksonville, FL	144	128	135	407	119	140	130	389	155	206	153	514	126	157	144	427	1737
Kansas City, KS	99	77	72	248	57	69	65	191	79	104	61	244	55	76	72	203	886
Knoxville, TN	54	61	59	174	51	37	52	140	55	71	49	175	53	32	59	144	633
Little Rock, AR	36	35	46	117	27	43	33	103	47	53	32	132	28	59	42	129	481
Los Angeles, CA	238	252	152	642	222	288	254	764	235	330	235	800	270	268	214	752	2958
Louisville, KY	37	49	50	136	34	31	48	113	53	56	45	154	59	53	39	151	554
Manchester, NH	50	42	27	119	34	24	35	93	38	40	31	109	28	34	40	102	423
Memphis, TN	46	38	58	142	41	49	47	137	50	58	28	136	53	57	48	158	573
Milwaukee, WI	80	92	75	247	84	59	65	208	81	86	63	230	93	87	89	269	954
Minneapolis, MN	106	93	99	298	78	77	69	224	61	83	72	216	79	78	108	265	1003
Montgomery, AL	103	122	103	328	105	100	108	313	120	167	116	403	112	114	94	320	1364
Nashville, TN	49	55	45	149	48	41	61	150	56	62	43	161	47	44	59	150	610
New Haven, CT	50	42	36	128	38	33	32	103	29	46	35	110	44	39	45	128	469
New Orleans, LA	38	36	50	124	33	42	52	127	38	59	36	133	48	38	38	124	508
Newark, NJ	91	88	86	265	118	97	66	281	77	119	79	275	109	107	101	317	1138

(Continued)

Table C.22—continued

Location	1st Quarter				2nd Quarter				3rd Quarter				4th Quarter				Total
	Jan.	Feb.	Mar.	Total	Apr.	May	Jun.	Total	Jul.	Aug.	Sep.	Total	Oct.	Nov.	Dec.	Total	1979
(Continued)																	
Oakland, CA	166	158	152	476	144	133	123	400	143	190	140	473	175	152	154	481	1830
Oklahoma City, OK	50	45	48	143	39	42	45	126	37	46	39	122	39	62	41	142	533
Omaha, NE	38	44	42	124	25	27	31	83	31	49	25	105	31	39	35	105	417
Philadelphia, PA	119	117	163	399	110	106	117	333	119	121	99	339	126	121	82	329	1400
Phoenix, AZ	57	58	67	182	75	64	80	219	82	105	72	259	91	73	55	219	879
Pittsburgh, PA	117	113	97	327	81	85	82	248	108	109	82	299	116	97	104	317	1191
Portland, ME	39	49	38	126	53	33	32	118	31	44	46	121	24	37	36	97	462
Portland, OR	64	83	50	197	66	52	60	178	66	80	53	199	66	57	52	175	749
Raleigh, NC	58	49	65	172	66	56	68	190	73	75	54	202	57	68	69	194	758
Richmond, VA	61	67	83	211	69	61	79	209	98	118	75	291	58	79	88	225	936
Salt Lake City, UT	14	17	21	52	27	23	16	66	18	28	21	67	34	29	31	94	279
San Antonio, TX	85	95	93	273	76	77	86	239	94	109	83	286	98	89	71	258	1056
Seattle, WA	71	66	77	214	45	50	63	158	73	70	67	210	58	57	64	179	761
Shreveport, LA	54	39	37	130	42	45	37	124	33	36	30	99	34	42	35	111	464
Sioux Falls, SD	28	22	20	70	21	15	18	54	17	24	15	56	29	41	32	102	282
Spokane, WA	25	23	40	88	28	13	18	59	20	37	17	74	27	32	30	89	310
Springfield, MA	76	63	81	220	53	40	53	146	44	57	38	139	54	56	61	171	676
St. Louis, MO	101	93	85	279	81	111	92	284	111	97	69	277	97	89	103	289	1129
Syracuse, NY	84	79	74	237	45	39	41	125	60	55	59	174	61	76	49	186	722
Wilkes-Barre, PA	68	74	51	193	56	54	50	160	60	51	45	156	47	56	49	152	661
Total	4821	4651	4592	14064	4140	4109	4288	12537	4626	5449	4213	14288	4732	4837	4518	14087	54976
OUTLYING AREAS																	
Anchorage, AK	18	7	9	34	6	6	13	25	8	8	5	21	8	13	5	26	106
Guam	2	10	8	20	6	2	10	18	8	6	1	15	4	2	0	6	59
Honolulu, HA	43	25	32	100	30	26	38	94	41	38	32	111	25	23	22	70	375
San Juan, PR	11	3	4	18	10	21	12	43	10	9	13	32	6	12	4	22	115
Total	74	45	53	172	52	55	73	180	67	61	51	179	43	50	31	124	655
GRAND TOTAL	4895	4696	4645	14236	4192	4164	4361	12717	4693	5510	4264	14467	4775	4887	4549	14211	55631

Table C.23

Number of NPS Enlistments in the U.S. Air Force by AFEES and Month for 1978

CATEGORY OF ENLISTEES: High-quality Males

Location	1st Quarter				2nd Quarter				3rd Quarter				4th Quarter				Total
	Jan.	Feb.	Mar.	Total	Apr.	May.	Jun.	Total	Jul.	Aug.	Sep.	Total	Oct.	Nov.	Dec.	Total	1978
Albany, NY	43	40	60	143	32	29	22	83	17	22	24	63	29	29	24	82	371
Albuquerque, NM	10	13	8	31	3	8	6	17	14	7	13	34	12	8	9	29	111
Amarillo, TX	13	11	2	26	10	4	11	25	8	6	5	19	7	5	7	19	89
Atlanta, GA	33	55	35	123	20	27	34	81	26	52	45	123	43	30	47	120	447
Baltimore, MD	90	76	84	250	95	73	98	266	73	96	69	238	59	56	51	166	920
Beckley, WV	15	10	19	44	4	2	15	21	13	15	7	35	10	5	6	21	121
Boise, ID	7	4	5	16	5	2	6	13	4	6	3	13	3	5	5	13	55
Boston, MA	89	70	133	292	78	65	71	214	75	85	54	214	63	55	61	179	899
Buffalo, NY	58	65	45	168	46	28	33	107	31	47	28	106	38	33	35	106	487
Butte, MT	12	6	7	25	0	3	11	14	8	16	3	27	1	3	9	13	79
Charlotte, NC	39	33	30	102	22	23	24	69	28	43	20	91	26	19	21	66	328
Chicago, IL	60	64	75	199	84	53	62	199	55	63	62	180	59	52	66	177	755
Cincinnati, OH	26	36	49	111	27	25	45	97	28	41	42	111	27	35	16	78	397
Cleveland, OH	65	80	69	214	61	39	63	163	66	58	63	187	45	47	40	132	696
Columbus, OH	26	42	53	121	26	44	32	102	44	45	27	116	33	30	25	88	427
Coral Gables, FL	74	91	99	264	62	46	53	161	51	55	64	170	42	40	44	126	721
Dallas, TX	47	45	40	132	31	27	46	104	39	53	36	128	24	31	28	83	447
Denver, CO	41	29	35	105	26	22	34	82	38	43	27	108	23	31	22	76	371
Des Moines, IA	28	30	24	82	27	23	28	78	21	35	24	80	32	29	20	81	321
Detroit, MI	84	84	79	247	64	58	66	188	62	97	67	226	63	67	68	198	859
El Paso, TX	16	13	19	48	25	19	20	64	12	12	15	39	9	19	14	42	193
Fargo, ND	19	13	14	46	11	10	9	30	5	6	11	22	4	8	8	20	118
Fort Hamilton, NY	86	101	124	311	94	72	74	240	97	89	84	270	79	96	82	257	1078
Fort Jackson, SC	55	39	55	149	28	38	40	106	29	43	29	101	25	28	34	87	443
Fresno, CA	17	13	8	38	18	11	9	38	12	13	14	39	10	16	10	36	151
Harrisburg, PA	37	38	32	107	26	17	28	71	21	25	26	72	21	11	17	49	299
Houston, TX	36	24	24	84	26	25	39	90	33	25	22	80	21	16	20	57	311
Indianapolis, IN	48	49	45	142	44	30	38	112	43	44	36	123	31	33	28	92	469
Jackson, MS	18	20	24	62	9	13	24	46	19	16	9	44	7	7	11	25	177
Jacksonville, FL	58	59	57	174	66	87	91	244	96	79	71	246	72	76	79	227	891
Kansas City, KS	48	48	46	142	28	30	53	111	34	57	34	125	25	24	39	88	466
Knoxville, TN	26	34	27	87	19	20	34	73	17	29	23	69	18	15	23	56	285
Little Rock, AR	19	24	17	60	13	9	22	44	19	24	21	64	12	15	10	37	205
Los Angeles, CA	137	140	148	425	124	115	119	358	131	143	105	379	103	93	80	276	1438
Louisville, KY	17	21	25	63	13	21	17	51	23	29	18	70	9	18	20	47	231
Manchester, NH	19	23	14	56	19	14	12	45	10	12	6	28	9	8	10	27	156
Memphis, TN	28	28	19	75	21	14	31	66	22	30	13	65	20	17	24	61	267
Milwaukee, WI	44	49	31	124	26	27	46	99	35	59	41	135	20	41	26	87	445
Minneapolis, MN	89	76	79	244	61	43	61	165	52	63	58	173	47	40	40	127	709
Montgomery, AL	49	56	56	161	51	49	57	157	48	58	58	164	48	46	44	138	620
Nashville, TN	24	26	26	76	14	19	29	62	25	22	30	77	17	14	24	55	270
New Haven, CT	34	24	28	86	15	26	23	64	22	25	11	58	20	16	17	53	261
New Orleans, LA	26	33	25	84	19	20	28	67	29	32	19	80	19	13	24	56	287
Newark, NJ	54	50	77	181	36	51	53	140	53	54	48	155	40	51	42	133	609

(Continued)

Table C.23—continued

Location	1st Quarter				2nd Quarter				3rd Quarter				4th Quarter				Total
	Jan.	Feb.	Mar.	Total	Apr.	May.	Jun.	Total	Jul.	Aug.	Sep.	Total	Oct.	Nov.	Dec.	Total	1978
(Continued)																	
Oakland, CA	96	82	76	254	72	79	85	236	71	79	64	214	74	56	57	187	891
Oklahoma City, OK	17	30	24	71	18	16	26	60	18	31	15	64	16	15	12	43	238
Omaha, NE	18	22	24	64	16	8	21	45	18	19	12	49	10	9	13	32	190
Philadelphia, PA	77	89	104	270	81	75	74	230	80	77	61	218	67	58	51	176	894
Phoenix, AZ	58	41	61	160	33	41	51	125	26	51	32	109	27	24	29	80	474
Pittsburgh, PA	57	71	35	163	35	34	38	107	41	48	41	130	46	43	30	119	519
Portland, ME	31	28	32	91	24	18	30	72	17	32	21	70	15	21	24	60	293
Portland, OR	27	26	27	80	21	18	26	65	26	20	24	70	19	12	24	55	270
Raleigh, NC	34	28	32	94	30	22	25	77	23	41	28	92	23	28	23	74	337
Richmond, VA	33	39	53	125	35	34	49	118	32	40	42	114	48	29	32	109	466
Salt Lake City, UT	9	6	22	37	18	8	13	39	11	9	12	32	7	9	17	33	141
San Antonio, TX	43	36	40	119	21	28	40	89	40	47	43	130	29	21	23	73	411
Seattle, WA	46	45	32	123	23	21	26	70	13	10	18	41	13	10	6	29	263
Shreveport, LA	22	12	19	53	5	16	23	44	26	16	14	56	11	16	7	34	187
Sioux Falls, SD	7	6	10	23	7	7	13	27	12	8	5	25	10	7	6	23	98
Spokane, WA	9	14	12	35	6	1	12	19	7	4	6	17	10	7	5	22	93
Springfie 1, MA	21	24	21	66	13	20	23	56	20	31	21	72	18	24	20	62	256
St. Louis, MO	86	70	68	224	39	44	60	143	47	64	57	168	34	36	29	99	634
Syracuse, NY	46	39	43	128	26	24	17	67	38	30	19	87	27	24	18	69	351
Wilkes-Barre, PA	34	27	30	91	37	30	23	90	28	25	25	78	24	24	31	79	338
Total	2635	2620	2736	7991	2089	1925	2392	6406	2182	2556	2045	6783	1853	1804	1787	5444	26624
OUTLYING AREAS																	
Anchorage, AK	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	2	5	2	9	9
Guam	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	1	0	3	4	4
Honolulu, HA	20	23	20	63	11	25	21	57	17	18	11	46	23	14	17	56	222
San Juan, PR	4	10	8	22	3	-2	6	11	5	9	9	23	6	4	6	16	72
Total	24	33	28	85	14	27	27	68	22	27	20	69	34	23	28	85	307
GRAND TOTAL	2659	2653	2764	8076	2103	1952	2419	6474	2204	2583	2065	6852	1887	1827	1815	5529	26931

Table C.24

Number of NPS Enlistments in the U.S. Air Force by AFEES and Month for 1979

CATEGORY OF ENLISTEES: High-quality Males

Location	1st Quarter				2nd Quarter				3rd Quarter				4th Quarter				Total
	Jan.	Feb.	Mar.	Total	Apr.	May.	Jun.	Total	Jul.	Aug.	Sep.	Total	Oct.	Nov.	Dec.	Total	1979
Albany, NY	28	30	21	79	17	18	23	58	25	33	21	79	24	20	21	65	281
Albuquerque, NM	15	22	7	44	10	14	9	33	15	20	9	44	6	9	10	25	146
Amarillo, TX	8	6	3	17	7	13	5	25	7	12	4	23	9	7	5	21	86
Atlanta, GA	46	36	49	131	50	42	45	137	52	65	40	157	56	46	43	145	570
Baltimore, MD	61	54	89	204	80	56	61	197	108	69	73	250	68	52	74	194	845
Beckley, WV	19	9	14	42	3	5	6	14	10	21	14	45	17	21	11	49	150
Boise, ID	8	7	10	25	7	4	7	18	8	2	8	18	7	4	9	20	81
Boston, MA	69	81	74	224	60	69	72	201	83	84	83	250	45	67	52	164	839
Buffalo, NY	37	51	33	121	28	31	29	88	48	43	51	142	48	31	33	112	463
Butte, MT	11	6	17	34	5	1	9	15	10	4	4	18	3	5	8	16	83
Charlotte, NC	25	34	39	98	24	22	37	83	32	44	36	112	33	33	20	86	379
Chicago, IL	73	71	62	206	72	72	65	209	76	98	83	257	73	105	83	261	933
Cincinnati, OH	43	29	33	105	24	16	38	78	39	42	41	122	27	31	30	88	393
Cleveland, OH	52	43	47	142	41	37	63	141	73	78	56	207	68	74	61	203	693
Columbus, OH	42	37	25	104	23	24	42	89	42	57	33	132	48	25	31	104	429
Coral Gables, FL	54	50	41	145	49	60	57	166	58	84	66	208	59	66	51	176	695
Dallas, TX	31	16	51	98	26	34	35	95	35	56	33	124	46	36	29	111	428
Denver, CO	35	36	35	106	39	38	48	125	35	44	40	119	55	42	41	138	488
Des Moines, IA	27	25	27	79	18	14	17	49	17	22	14	53	16	23	15	54	235
Detroit, MI	82	55	78	215	48	53	73	174	68	104	77	249	89	86	85	260	898
El Paso, TX	16	13	17	46	22	11	24	57	17	17	28	62	18	16	16	50	215
Fargo, ND	12	10	8	30	13	2	5	20	6	9	3	18	1	3	4	8	76
Fort Hamilton, NY	81	83	46	210	44	56	53	153	95	85	96	276	104	97	64	265	904
Fort Jackson, SC	45	34	37	116	31	30	32	93	35	46	43	124	30	44	28	102	435
Fresno, CA	18	11	9	38	10	2	14	26	15	17	10	42	17	9	11	37	143
Harrisburg, PA	17	12	17	46	14	10	31	55	21	24	21	66	27	14	21	62	229
Houston, TX	30	26	35	91	24	25	47	96	28	44	26	98	30	22	26	78	363
Indianapolis, IN	41	38	37	116	33	41	38	112	36	64	49	149	37	49	39	125	502
Jackson, MS	14	4	6	24	6	10	9	25	13	14	8	35	6	10	7	23	107
Jacksonville, FL	86	69	69	224	52	70	73	195	83	116	94	293	70	76	79	225	937
Kansas City, KS	50	33	37	120	35	39	40	114	40	50	40	130	26	33	33	92	456
Knoxville, TN	33	39	40	112	21	19	33	73	29	45	31	105	26	14	28	68	358
Little Rock, AR	17	12	26	55	10	17	15	42	23	18	15	56	16	20	15	51	204
Los Angeles, CA	118	105	75	298	95	112	124	331	128	173	120	421	141	122	84	347	1397
Louisville, KY	20	19	25	64	20	15	29	64	29	30	22	81	30	19	17	66	275
Manchester, NH	22	14	11	47	13	10	13	36	18	18	17	53	9	11	15	35	171
Memphis, TN	18	20	28	66	19	23	16	58	21	35	12	68	15	26	16	57	249
Milwaukee, WI	36	37	42	115	37	27	31	95	45	44	41	130	46	44	37	127	467
Minneapolis, MN	60	34	48	142	37	27	36	100	35	42	33	110	35	24	33	92	444
Montgomery, AL	48	61	48	157	51	49	47	147	61	92	47	200	58	41	47	146	650
Nashville, TN	26	29	22	77	24	20	34	78	31	32	20	83	26	16	19	61	299
New Haven, CT	22	17	14	53	10	16	18	44	17	29	18	64	20	17	16	53	214
New Orleans, LA	23	16	27	66	17	18	23	58	19	25	16	60	24	18	18	60	244
Newark, NJ	45	28	33	106	48	31	25	104	33	54	45	132	56	47	45	148	490

(Continued)

Table C.24—continued

Location	1st Quarter				2nd Quarter				3rd Quarter				4th Quarter				Total
	Jan.	Feb.	Mar.	Total	Apr.	May	Jun.	Total	Jul.	Aug.	Sep.	Total	Oct.	Nov.	Dec.	Total	1979
(Continued)																	
Oakland, CA	76	80	75	231	69	62	65	196	66	108	78	252	84	60	69	213	892
Oklahoma City, OK	20	15	20	55	18	15	20	53	23	27	21	71	13	22	14	49	228
Omaha, NE	19	12	17	48	14	12	16	42	12	26	9	47	13	8	13	34	171
Philadelphia, PA	75	71	89	235	50	49	55	154	55	72	55	182	75	64	34	173	744
Phoenix, AZ	27	23	28	78	45	30	36	111	42	41	37	126	43	33	28	104	419
Pittsburgh, PA	49	43	39	131	25	34	38	97	48	53	34	135	45	40	42	127	490
Portland, ME	23	15	10	48	15	12	14	41	14	25	28	67	14	16	12	42	198
Portland, OR	26	34	18	78	15	14	19	48	31	28	21	80	31	17	21	69	275
Raleigh, NC	37	26	38	101	30	19	29	78	30	33	21	84	22	25	25	72	335
Richmond, VA	34	28	41	103	37	31	47	115	56	58	42	156	35	42	48	125	499
Salt Lake City, UT	3	10	9	22	14	10	6	30	11	18	14	43	13	19	14	46	141
San Antonio, TX	29	38	34	101	29	34	44	107	51	64	43	158	41	35	26	102	468
Seattle, WA	9	12	19	40	15	17	16	48	29	26	23	78	18	23	25	66	232
Shreveport, LA	26	15	15	56	18	14	18	50	13	15	11	39	13	13	17	43	188
Sioux Falls, SD	6	4	8	18	7	7	6	20	9	13	6	28	9	11	8	28	94
Spokane, WA	8	10	19	37	10	8	11	29	9	19	8	36	10	11	5	26	128
Springfield, MA	37	21	32	90	17	15	32	64	23	24	21	68	30	19	25	74	296
St. Louis, MO	43	46	48	137	38	49	54	141	70	58	44	172	40	36	42	118	568
Syracuse, NY	45	39	23	107	17	16	14	47	40	27	32	99	29	30	18	77	330
Wilkes-Barre, PA	26	36	23	85	25	23	27	75	30	21	25	76	20	24	20	64	300
Total	2282	2040	2117	6439	1825	1774	2118	5717	2381	2867	2214	7462	2263	2123	1936	6322	25940
OUTLYING AREAS																	
Anchorage, AK	14	3	1	18	2	2	9	13	5	4	0	9	1	4	1	6	46
Guam	2	4	7	13	2	1	6	9	2	4	1	7	3	1	0	4	33
Honolulu, HA	26	11	16	53	16	9	22	47	24	22	21	67	16	10	8	34	201
San Juan, PR	9	2	3	14	6	12	8	26	2	8	7	17	5	9	2	16	73
Total	51	20	27	98	26	24	45	95	33	38	29	100	25	24	11	60	353
GRAND TOTAL	2333	2060	2144	6537	1851	1798	2163	5812	2414	2905	2243	7562	2288	2147	1947	6382	26293

Appendix D

MONTHLY UNEMPLOYMENT AND WAGE RATES BY AFEES AND STATE, 1978 AND 1979

Table D.1

Hourly Wage Rates by AFEES and Month, 1978

Location	1st Quarter				2nd Quarter				3rd Quarter				4th Quarter				Ave.
	Jan.	Feb.	Mar.	Ave.	Apr.	May	Jun.	Ave.	Jul.	Aug.	Sep.	Ave.	Oct.	Nov.	Dec.	Ave.	1978
TEST AREA 1A																	
Beckley, WV	6.15	6.14	6.14	6.14	6.17	6.21	6.29	6.23	6.29	6.53	6.53	6.45	6.52	6.64	6.75	6.64	6.36
Boise, ID	7.32	6.15	5.67	6.38	6.18	6.36	6.99	6.51	7.01	6.90	6.72	6.87	6.87	6.78	6.80	6.82	6.65
Boston, MA	5.22	5.30	5.28	5.26	5.27	5.33	5.34	5.31	5.36	5.38	5.47	5.40	5.51	5.54	5.61	5.55	5.38
Chicago, IL	6.62	6.65	6.69	6.65	6.72	6.77	6.84	6.77	6.87	6.89	6.97	6.91	6.97	7.06	7.14	7.06	6.85
Fort Hamilton, NY	5.93	5.98	5.99	5.97	5.99	6.02	6.04	6.02	6.09	6.04	6.10	6.08	6.14	6.25	6.36	6.25	6.08
Los Angeles, CA	6.21	6.19	6.24	6.21	6.29	6.34	6.42	6.35	6.47	6.46	6.55	6.49	6.57	6.63	6.72	6.64	6.42
New Haven, CT	5.76	5.90	5.85	5.84	5.85	5.89	5.91	5.88	5.93	5.94	6.01	5.96	6.07	6.10	6.22	6.13	5.95
Newark, NJ	6.02	6.07	6.06	6.05	6.09	6.11	6.12	6.11	6.16	6.15	6.24	6.18	6.28	6.33	6.45	6.35	6.17
Portland, OR	7.00	7.00	7.05	7.01	7.12	7.14	7.36	7.21	7.43	7.27	7.42	7.37	7.42	7.49	7.54	7.48	7.27
Salt Lake City, UT	5.62	5.53	5.53	5.56	5.62	5.69	5.80	5.70	5.96	5.90	5.92	5.93	6.04	6.01	6.08	6.04	5.81
Total	6.11	6.13	6.14	6.13	6.18	6.22	6.28	6.22	6.32	6.31	6.39	6.34	6.42	6.49	6.58	6.49	6.30
TEST AREA 1B																	
Buffalo, NY	5.96	6.01	6.02	6.00	6.02	6.05	6.08	6.05	6.12	6.09	6.16	6.13	6.19	6.30	6.41	6.30	6.12
Butte, MT	7.42	7.53	7.50	7.48	7.53	7.51	7.72	7.59	8.03	7.98	7.96	7.99	8.17	8.26	8.10	8.18	7.81
Charlotte, NC	4.35	4.35	4.36	4.35	4.39	4.40	4.44	4.41	4.51	4.55	4.58	4.55	4.59	4.63	4.67	4.63	4.49
Cincinnati, OH	6.90	6.91	6.96	6.93	7.01	7.06	7.12	7.06	7.15	7.18	7.32	7.22	7.39	7.43	7.53	7.45	7.16
Cleveland, OH	7.03	7.03	7.08	7.05	7.13	7.17	7.25	7.18	7.28	7.30	7.45	7.34	7.52	7.56	7.65	7.58	7.29
Coral Gables, FL	4.87	4.90	4.92	4.90	4.96	4.96	4.98	4.97	5.03	5.04	5.09	5.05	5.11	5.11	5.18	5.13	5.01
Des Moines, IA	6.71	6.76	6.80	6.75	6.78	6.86	6.89	6.84	7.02	6.91	7.12	7.02	7.23	7.25	7.44	7.31	6.98
Fort Jackson, SC	4.52	4.54	4.56	4.54	4.58	4.60	4.61	4.60	4.75	4.77	4.81	4.78	4.84	4.88	4.92	4.88	4.70
Fresno, CA	6.21	6.19	6.24	6.21	6.29	6.34	6.42	6.35	6.47	6.46	6.55	6.49	6.57	6.63	6.72	6.64	6.42
Jacksonville, FL	4.85	4.87	4.90	4.87	4.94	4.94	4.96	4.94	5.01	5.01	5.07	5.03	5.10	5.10	5.17	5.12	4.99
Kansas City, KS	5.82	5.86	5.95	5.88	6.01	6.04	6.11	6.05	6.15	6.12	6.28	6.18	6.35	6.46	6.48	6.43	6.14
Knoxville, TN	5.09	5.03	5.04	5.05	5.05	5.08	5.12	5.08	5.14	5.19	5.25	5.19	5.27	5.33	5.41	5.34	5.17
Minneapolis, MN	6.32	6.32	6.37	6.34	6.37	6.38	6.41	6.39	6.44	6.45	6.55	6.48	6.66	6.73	6.80	6.73	6.48
Montgomery, AL	5.12	5.15	5.16	5.14	5.17	5.20	5.25	5.20	5.34	5.37	5.45	5.39	5.45	5.52	5.58	5.52	5.31
Nashville, TN	5.20	5.17	5.18	5.18	5.19	5.23	5.27	5.23	5.31	5.36	5.43	5.36	5.44	5.51	5.58	5.51	5.32
Oakland, CA	6.22	6.19	6.24	6.21	6.29	6.35	6.42	6.36	6.48	6.47	6.55	6.50	6.57	6.63	6.73	6.64	6.43
Philadelphia, PA	6.13	6.20	6.16	6.16	6.21	6.23	6.27	6.23	6.29	6.34	6.43	6.35	6.45	6.54	6.64	6.54	6.32
San Antonio, TX	5.76	5.79	5.76	5.77	5.77	5.80	5.82	5.80	5.91	5.86	5.96	5.91	5.97	6.03	6.10	6.03	5.88
Springfield, MA	5.58	5.69	5.66	5.64	5.65	5.70	5.72	5.69	5.74	5.76	5.84	5.78	5.89	5.92	6.02	5.94	5.76
Total	5.79	5.81	5.83	5.81	5.86	5.89	5.94	5.90	5.99	6.00	6.09	6.03	6.13	6.19	6.27	6.20	5.98
TEST AREA 2																	
Albuquerque, NM	4.60	4.64	4.67	4.64	4.70	4.66	4.72	4.69	4.90	4.80	4.88	4.86	4.94	4.97	5.02	4.98	4.79
Amarillo, TX	5.60	5.63	5.61	5.61	5.62	5.64	5.67	5.64	5.77	5.71	5.81	5.76	5.83	5.88	5.95	5.89	5.73
Baltimore, MD	6.03	6.18	6.20	6.14	6.20	6.24	6.28	6.24	6.32	6.32	6.40	6.35	6.44	6.50	6.64	6.52	6.31
El Paso, TX	5.40	5.44	5.43	5.42	5.44	5.45	5.48	5.46	5.60	5.53	5.63	5.59	5.65	5.70	5.77	5.71	5.54
Louisville, KY	6.18	6.24	6.31	6.24	6.35	6.40	6.40	6.39	6.42	6.47	6.58	6.49	6.63	6.70	6.82	6.72	6.46
Oklahoma City, OK	5.61	5.58	5.63	5.61	5.59	5.74	5.78	5.70	5.84	5.89	5.93	5.89	5.98	6.09	6.07	6.05	5.81
St. Louis, MO	6.23	6.25	6.32	6.26	6.35	6.37	6.45	6.39	6.47	6.41	6.58	6.48	6.61	6.72	6.74	6.69	6.46
Total	5.93	5.99	6.04	5.99	6.05	6.09	6.14	6.09	6.18	6.18	6.28	6.21	6.32	6.40	6.47	6.39	6.17

Table D.1—continued

Location	1st Quarter				2nd Quarter				3rd Quarter				4th Quarter				Ave.
	Jan.	Feb.	Mar.	Ave.	Apr.	May	Jun.	Ave.	Jul.	Aug.	Sep.	Ave.	Oct.	Nov.	Dec.	Ave.	1978
TEST AREA 3																	
Detroit, MI	7.82	7.77	7.91	7.83	7.96	7.98	8.02	7.99	8.06	8.14	8.22	8.14	8.30	8.38	8.46	8.38	8.08
Jackson, MS	4.39	4.47	4.52	4.46	4.53	4.54	4.54	4.54	4.56	4.57	4.61	4.58	4.62	4.67	4.72	4.67	4.56
Memphis, TN	4.92	4.90	4.91	4.91	4.93	4.96	4.99	4.96	5.03	5.06	5.12	5.07	5.13	5.20	5.27	5.20	5.04
Phoenix, AZ	5.96	5.92	5.91	5.93	5.93	6.03	6.07	6.01	6.20	6.16	6.17	6.18	6.21	6.20	6.38	6.27	6.10
Syracuse, NY	5.93	5.98	5.99	5.97	5.99	6.02	6.04	6.02	6.09	6.04	6.10	6.08	6.14	6.25	6.36	6.25	6.08
Total	6.61	6.59	6.66	6.62	6.70	6.73	6.76	6.73	6.81	6.85	6.91	6.86	6.96	7.03	7.12	7.04	6.81
TEST AREA 4																	
Atlanta, GA	4.75	4.70	4.77	4.74	4.80	4.81	4.82	4.81	4.89	4.84	4.96	4.90	5.03	5.07	5.12	5.07	4.88
Denver, CO	5.98	6.03	6.13	6.05	6.15	6.16	6.17	6.16	6.20	6.25	6.36	6.27	6.32	6.34	6.38	6.35	6.21
Indianapolis, IN	6.92	6.95	6.99	6.95	7.01	7.07	7.07	7.05	7.17	7.19	7.25	7.20	7.32	7.36	7.52	7.40	7.15
New Orleans, LA	5.84	5.86	5.87	5.86	5.98	5.97	5.98	5.98	6.12	6.11	6.23	6.15	6.22	6.25	6.28	6.25	6.06
Pittsburgh, PA	6.23	6.28	6.26	6.26	6.28	6.32	6.38	6.33	6.40	6.52	6.59	6.50	6.60	6.71	6.78	6.70	6.45
Total	5.95	5.97	6.00	5.97	6.04	6.07	6.09	6.07	6.15	6.18	6.28	6.21	6.30	6.36	6.43	6.36	6.15
TEST AREA 5																	
Columbus, OH	7.00	7.00	7.05	7.02	7.10	7.14	7.22	7.15	7.25	7.28	7.42	7.32	7.49	7.53	7.63	7.55	7.26
Dallas, TX	5.76	5.79	5.76	5.77	5.77	5.80	5.82	5.80	5.91	5.86	5.96	5.91	5.97	6.03	6.10	6.03	5.88
Harrisburg, PA	6.15	6.22	6.19	6.19	6.21	6.25	6.30	6.25	6.32	6.42	6.51	6.42	6.52	6.63	6.69	6.61	6.37
Richmond, VA	5.01	4.96	4.97	4.98	4.96	4.98	5.00	4.98	5.08	5.10	5.17	5.11	5.20	5.27	5.34	5.27	5.08
Wilkes-Barre, PA	6.15	6.22	6.19	6.19	6.21	6.25	6.30	6.25	6.32	6.42	6.51	6.42	6.52	6.63	6.69	6.61	6.37
Total	5.94	5.95	5.95	5.95	5.97	6.00	6.04	6.00	6.09	6.12	6.22	6.14	6.24	6.32	6.39	6.32	6.10
TEST AREA 6																	
Albany, NY	5.91	5.96	5.97	5.94	5.97	6.00	6.02	6.00	6.07	6.02	6.08	6.06	6.12	6.23	6.34	6.23	6.06
Little Rock, AR	4.63	4.62	4.62	4.63	4.64	4.68	4.71	4.68	4.83	4.83	4.88	4.84	4.89	4.99	5.03	4.97	4.78
Manchester, NH	4.83	4.86	4.87	4.85	4.88	4.91	4.94	4.91	5.01	5.03	5.12	5.05	5.13	5.16	5.20	5.16	4.99
Milwaukee, WI	6.61	6.61	6.67	6.63	6.68	6.68	6.72	6.69	6.77	6.76	6.91	6.81	7.02	7.07	7.16	7.08	6.80
Portland, ME	4.74	4.78	4.79	4.77	4.77	4.81	4.89	4.82	4.92	4.86	4.99	4.92	5.05	5.09	5.20	5.11	4.91
Seattle, WA	7.23	7.29	7.38	7.30	7.41	7.42	7.56	7.46	7.67	7.65	7.68	7.67	7.71	7.79	7.85	7.78	7.55
Shreveport, LA	5.98	6.00	5.99	5.99	6.09	6.09	6.10	6.09	6.25	6.23	6.35	6.28	6.35	6.39	6.42	6.38	6.19
Spokane, WA	7.27	7.03	6.98	7.09	7.13	7.18	7.44	7.25	7.53	7.49	7.47	7.50	7.54	7.58	7.62	7.58	7.35
Total	6.10	6.10	6.13	6.11	6.16	6.18	6.24	6.19	6.32	6.31	6.39	6.34	6.44	6.51	6.58	6.51	6.29
TEST AREA 7																	
Fargo, ND	5.79	5.78	5.79	5.79	5.82	5.87	5.94	5.88	5.97	6.02	6.14	6.04	6.12	6.14	6.20	6.16	5.97
Houston, TX	5.79	5.82	5.79	5.80	5.81	5.84	5.86	5.84	5.96	5.91	6.01	5.96	6.02	6.08	6.14	6.08	5.92
Omaha, NE	5.86	5.88	5.89	5.88	5.94	5.85	5.93	5.91	6.00	5.99	6.18	6.06	6.21	6.28	6.38	6.29	6.03
Raleigh, NC	4.34	4.33	4.34	4.34	4.37	4.38	4.42	4.39	4.49	4.53	4.56	4.53	4.57	4.61	4.65	4.61	4.47
Sioux Falls, SD	5.46	5.47	5.45	5.46	5.49	5.50	5.54	5.51	5.59	5.65	5.78	5.67	5.79	5.82	5.77	5.80	5.61
Total	5.40	5.42	5.41	5.41	5.44	5.44	5.48	5.46	5.56	5.56	5.67	5.59	5.68	5.72	5.78	5.73	5.55
OUTLYING AREAS																	
Anchorage, AK	10.92	10.46	10.09	10.49	9.98	11.12	9.01	10.04	8.29	8.37	9.08	8.58	9.21	8.66	8.89	8.92	9.51
Guam	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Honolulu, HA	5.96	5.86	5.92	5.91	5.97	5.90	5.58	5.82	5.55	5.63	6.10	5.76	6.20	6.20	6.20	6.20	5.92
San Juan, PR	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Total	7.22	7.03	6.98	7.08	6.99	7.23	6.45	6.89	6.25	6.33	6.86	6.48	6.97	6.83	6.89	6.89	6.84
GRAND TOTAL	5.99	6.00	6.03	6.01	6.06	6.09	6.13	6.09	6.19	6.19	6.28	6.22	6.32	6.38	6.46	6.38	6.18

Table D.2

Hourly Wage Rates by AFEES and Month, 1979

Location	1st Quarter				2nd Quarter				3rd Quarter				4th Quarter				Ave.
	Jan.	Feb.	Mar.	Ave.	Apr.	May	Jun.	Ave.	Jul.	Aug.	Sep.	Ave.	Oct.	Nov.	Dec.	Ave.	1979
TEST AREA 1A																	
Beckley, WV	6.72	6.80	6.87	6.80	7.01	7.05	6.95	7.00	6.94	7.14	7.17	7.09	7.15	7.18	7.26	7.20	7.02
Boise, ID	6.80	6.74	6.56	6.70	6.61	6.78	7.20	6.87	7.41	7.39	7.31	7.37	7.02	7.23	7.34	7.20	7.03
Boston, MA	5.66	5.68	5.71	5.68	5.71	5.74	5.78	5.74	5.80	5.88	6.02	5.90	6.10	6.16	6.21	6.15	5.87
Chicago, IL	7.14	7.20	7.23	7.19	7.23	7.33	7.41	7.32	7.46	7.47	7.54	7.49	7.50	7.59	7.65	7.58	7.40
Fort Hamilton, NY	6.41	6.45	6.48	6.45	6.45	6.50	6.53	6.49	6.58	6.54	6.62	6.58	6.71	6.76	6.86	6.78	6.57
Los Angeles, CA	6.77	6.72	6.79	6.76	6.84	6.91	6.99	6.91	7.10	7.12	7.18	7.13	7.20	7.27	7.39	7.29	7.02
New Haven, CT	6.21	6.24	6.29	6.25	6.20	6.33	6.38	6.30	6.41	6.40	6.53	6.45	6.62	6.70	6.80	6.71	6.43
Newark, NJ	6.46	6.49	6.52	6.49	6.49	6.56	6.60	6.55	6.63	6.61	6.73	6.66	6.79	6.85	6.95	6.86	6.64
Portland, OR	7.59	7.59	7.66	7.61	7.73	7.78	8.07	7.86	8.16	8.06	8.15	8.12	8.18	8.22	8.26	8.22	7.95
Salt Lake City, UT	6.18	6.13	6.12	6.14	6.24	6.19	6.30	6.24	6.46	6.45	6.46	6.45	6.63	6.59	6.65	6.62	6.37
Total	6.61	6.63	6.66	6.63	6.68	6.74	6.81	6.74	6.87	6.88	6.96	6.90	7.00	7.06	7.15	7.07	6.84
TEST AREA 1B																	
Buffalo, NY	6.46	6.50	6.53	6.49	6.50	6.55	6.59	6.55	6.63	6.61	6.69	6.65	6.77	6.84	6.93	6.85	6.63
Butte, MT	8.23	8.38	8.23	8.28	8.23	8.08	8.35	8.22	8.43	8.51	8.67	8.54	8.63	8.73	8.79	8.72	8.44
Charlotte, NC	4.71	4.76	4.76	4.74	4.75	4.79	4.82	4.79	4.90	4.95	5.03	4.96	5.05	5.09	5.13	5.09	4.90
Cincinnati, OH	7.53	7.57	7.60	7.57	7.53	7.70	7.73	7.65	7.75	7.70	7.79	7.74	7.84	7.86	8.00	7.90	7.72
Cleveland, OH	7.67	7.71	7.74	7.71	7.64	7.82	7.86	7.77	7.88	7.81	7.90	7.86	7.97	7.99	8.14	8.03	7.84
Coral Gables, FL	5.26	5.29	5.29	5.28	5.36	5.39	5.41	5.39	5.40	5.55	5.63	5.53	5.61	5.67	5.71	5.66	5.46
Des Moines, IA	7.37	7.42	7.48	7.42	7.53	7.60	7.68	7.60	7.83	7.66	7.92	7.80	7.60	8.09	8.45	8.05	7.72
Fort Jackson, SC	4.94	4.96	4.97	4.96	4.98	5.01	5.02	5.00	5.13	5.21	5.27	5.21	5.29	5.32	5.36	5.32	5.12
Fresno, CA	6.77	6.72	6.79	6.76	6.84	6.91	6.99	6.91	7.10	7.12	7.18	7.13	7.20	7.27	7.39	7.29	7.02
Jacksonville, FL	5.24	5.27	5.28	5.26	5.33	5.36	5.38	5.36	5.38	5.51	5.60	5.49	5.58	5.64	5.67	5.63	5.44
Kansas City, KS	6.52	6.54	6.58	6.55	6.57	6.64	6.68	6.63	6.66	6.69	6.83	6.73	6.94	6.99	7.09	7.01	6.73
Knoxville, TN	5.46	5.42	5.44	5.44	5.48	5.47	5.51	5.49	5.54	5.57	5.64	5.58	5.68	5.71	5.85	5.74	5.56
Minneapolis, MN	6.83	6.87	6.86	6.85	6.85	6.95	6.97	6.92	6.99	6.99	7.07	7.02	7.20	7.24	7.30	7.25	7.01
Montgomery, AL	5.64	5.68	5.69	5.67	5.82	5.75	5.77	5.78	5.84	5.89	5.95	5.89	5.98	6.06	6.14	6.06	5.85
Nashville, TN	5.63	5.61	5.63	5.62	5.70	5.68	5.71	5.70	5.74	5.78	5.84	5.79	5.88	5.92	6.05	5.95	5.77
Oakland, CA	6.77	6.72	6.79	6.76	6.84	6.91	6.98	6.91	7.09	7.12	7.17	7.13	7.20	7.27	7.39	7.28	7.02
Philadelphia, PA	6.66	6.71	6.73	6.70	6.71	6.78	6.84	6.78	6.85	6.91	6.99	6.92	7.04	7.14	7.22	7.13	6.88
San Antonio, TX	6.25	6.15	6.22	6.21	6.30	6.32	6.35	6.32	6.45	6.47	6.57	6.50	6.61	6.69	6.74	6.68	6.43
Springfield, MA	6.03	6.06	6.10	6.06	6.05	6.13	6.18	6.12	6.20	6.29	6.38	6.28	6.47	6.54	6.62	6.54	6.25
Total	6.31	6.32	6.35	6.33	6.36	6.42	6.47	6.42	6.51	6.54	6.63	6.56	6.66	6.73	6.83	6.74	6.51
TEST AREA 2																	
Albuquerque, NM	5.10	5.11	5.12	5.11	5.31	5.26	5.25	5.27	5.49	5.43	5.51	5.48	5.40	5.49	5.66	5.52	5.34
Amarillo, TX	6.09	6.00	6.07	6.05	6.16	6.17	6.20	6.18	6.32	6.32	6.42	6.35	6.44	6.52	6.59	6.52	6.28
Baltimore, MD	6.65	6.70	6.69	6.68	6.80	6.83	6.84	6.82	6.90	6.96	6.97	6.94	7.11	7.15	7.18	7.15	6.90
El Paso, TX	5.90	5.83	5.88	5.87	6.00	5.99	6.01	6.00	6.16	6.15	6.24	6.18	6.24	6.32	6.41	6.32	6.09
Louisville, KY	6.77	6.81	6.82	6.80	6.90	6.99	7.02	6.97	7.01	7.06	7.15	7.07	7.14	7.15	7.22	7.17	7.00
Oklahoma City, OK	6.22	6.23	6.28	6.24	6.35	6.36	6.42	6.38	6.55	6.56	6.63	6.58	6.73	6.90	7.06	6.90	6.52
St. Louis, MO	6.74	6.76	6.81	6.77	6.78	6.89	6.95	6.88	7.00	7.00	7.10	7.04	7.11	7.18	7.28	7.19	6.97
Total	6.50	6.52	6.55	6.52	6.62	6.66	6.70	6.66	6.77	6.80	6.86	6.81	6.92	6.98	7.06	6.99	6.75

Table D.2—continued

Location	1st Quarter				2nd Quarter				3rd Quarter				4th Quarter				Avg.
	Jan.	Feb.	Mar.	Ave.	Apr.	May	Jun.	Ave.	Jul.	Aug.	Sep.	Ave.	Oct.	Nov.	Dec.	Ave.	1979
TEST AREA 3																	
Detroit, MI	8.54	8.62	8.60	8.59	8.58	8.78	8.70	8.69	8.79	8.63	8.74	8.72	8.91	8.87	8.94	8.91	8.72
Jackson, MS	4.83	4.86	4.87	4.85	4.87	4.93	4.94	4.91	4.93	4.97	4.95	4.95	5.04	5.07	5.12	5.08	4.95
Memphis, TN	5.32	5.31	5.33	5.32	5.36	5.38	5.41	5.38	5.42	5.47	5.51	5.47	5.56	5.59	5.71	5.62	5.45
Phoenix, AZ	6.35	6.37	6.42	6.38	6.50	6.58	6.60	6.56	6.68	6.77	6.85	6.77	6.81	6.95	7.04	6.94	6.66
Syracuse, NY	6.41	6.45	6.48	6.45	6.45	6.50	6.53	6.49	6.58	6.54	6.62	6.58	6.71	6.76	6.86	6.78	6.57
Total	7.18	7.23	7.23	7.21	7.24	7.36	7.34	7.31	7.40	7.34	7.42	7.38	7.52	7.54	7.62	7.56	7.37
TEST AREA 4																	
Atlanta, GA	5.12	5.14	5.20	5.15	5.17	5.20	5.19	5.19	5.26	5.26	5.39	5.30	5.41	5.45	5.46	5.44	5.27
Denver, CO	6.54	6.52	6.59	6.55	6.72	6.70	6.72	6.71	6.76	6.76	6.86	6.80	6.87	6.94	6.93	6.91	6.74
Indianapolis, IN	7.60	7.57	7.62	7.60	7.59	7.70	7.79	7.69	7.84	7.75	7.85	7.81	7.87	7.93	8.07	7.96	7.77
New Orleans, LA	6.38	6.38	6.40	6.39	6.58	6.55	6.52	6.55	6.65	6.67	6.69	6.67	6.72	6.78	6.77	6.76	6.59
Pittsburgh, PA	6.81	6.88	6.90	6.87	6.93	7.00	7.03	6.98	7.03	7.13	7.21	7.13	7.23	7.36	7.39	7.33	7.08
Total	6.50	6.51	6.55	6.52	6.60	6.63	6.66	6.63	6.71	6.72	6.81	6.75	6.83	6.91	6.94	6.89	6.70
TEST AREA 5																	
Columbus, OH	7.64	7.69	7.72	7.68	7.63	7.81	7.84	7.76	7.85	7.80	7.89	7.85	7.95	7.97	8.12	8.01	7.83
Dallas, TX	6.25	6.15	6.22	6.21	6.30	6.32	6.35	6.32	6.45	6.47	6.57	6.50	6.61	6.69	6.74	6.68	6.43
Harrisburg, PA	6.73	6.80	6.81	6.78	6.82	6.88	6.94	6.88	6.95	7.04	7.12	7.04	7.15	7.30	7.32	7.26	6.99
Richmond, VA	5.42	5.39	5.41	5.40	5.41	5.40	5.47	5.43	5.58	5.61	5.67	5.62	5.69	5.74	5.82	5.75	5.55
Wilkes-Barre, PA	6.73	6.80	6.81	6.78	6.82	6.88	6.94	6.88	6.95	7.04	7.12	7.04	7.15	7.30	7.32	7.26	6.99
Total	6.46	6.46	6.49	6.47	6.50	6.55	6.60	6.55	6.66	6.69	6.77	6.71	6.81	6.89	6.96	6.89	6.65
TEST AREA 6																	
Albany, NY	6.39	6.43	6.46	6.42	6.43	6.48	6.51	6.47	6.56	6.52	6.60	6.56	6.69	6.74	6.84	6.75	6.55
Little Rock, AR	5.08	5.09	5.12	5.10	5.15	5.18	5.21	5.18	5.27	5.33	5.36	5.32	5.40	5.48	5.53	5.47	5.27
Manchester, NH	5.25	5.27	5.31	5.28	5.31	5.33	5.35	5.33	5.46	5.50	5.56	5.51	5.59	5.66	5.66	5.64	5.44
Milwaukee, WI	7.14	7.23	7.26	7.21	7.19	7.29	7.31	7.26	7.31	7.34	7.45	7.37	7.62	7.66	7.81	7.70	7.38
Portland, ME	5.23	5.19	5.21	5.21	5.22	5.24	5.27	5.25	5.46	5.47	5.58	5.50	5.60	5.71	5.73	5.68	5.41
Seattle, WA	7.82	7.91	7.99	7.91	8.08	8.17	8.36	8.20	8.49	8.52	8.61	8.54	8.64	8.73	8.74	8.70	8.34
Shreveport, LA	6.53	6.50	6.53	6.52	6.71	6.68	6.66	6.68	6.80	6.82	6.87	6.83	6.89	6.96	6.96	6.93	6.74
Spokane, WA	7.60	7.66	7.66	7.64	7.74	7.84	8.09	7.89	8.24	8.26	8.31	8.27	8.26	8.38	8.42	8.35	8.04
Total	6.59	6.64	6.68	6.64	6.69	6.76	6.82	6.75	6.90	6.92	7.00	6.94	7.07	7.14	7.21	7.14	6.87
TEST AREA 7																	
Fargo, ND	6.22	6.31	6.25	6.26	6.31	6.35	6.35	6.34	6.44	6.46	6.60	6.50	6.64	6.60	6.66	6.63	6.43
Houston, TX	6.29	6.20	6.26	6.25	6.35	6.37	6.39	6.37	6.50	6.52	6.61	6.54	6.65	6.73	6.77	6.72	6.47
Omaha, NE	6.45	6.49	6.50	6.48	6.56	6.68	6.66	6.63	6.71	6.79	6.93	6.81	6.87	7.04	7.09	7.00	6.73
Raleigh, NC	4.69	4.74	4.74	4.72	4.73	4.77	4.80	4.77	4.88	4.92	5.01	4.94	5.02	5.07	5.11	5.07	4.87
Sioux Falls, SD	5.81	5.86	6.03	5.90	6.00	6.07	6.07	6.05	6.15	6.20	6.39	6.25	6.39	6.37	6.60	6.46	6.16
Total	5.86	5.86	5.90	5.87	5.94	5.99	6.00	5.98	6.08	6.12	6.24	6.15	6.25	6.32	6.38	6.32	6.08
OUTLYING AREAS																	
Anchorage, AK	9.33	9.19	9.05	9.19	8.92	8.78	8.64	8.78	8.84	8.70	10.79	9.44	9.97	9.97	9.97	9.97	9.35
Guam	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Honolulu, HA	6.41	6.46	6.47	6.45	6.58	6.47	6.35	6.47	6.00	6.03	6.60	6.21	6.54	6.63	6.62	6.60	6.43
San Juan, PR	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Total	7.15	7.16	7.13	7.15	7.18	7.06	6.93	7.06	6.72	6.71	7.67	7.03	7.41	7.48	7.47	7.46	7.17
GRAND TOTAL	6.50	6.52	6.55	6.53	6.57	6.63	6.67	6.63	6.73	6.75	6.84	6.77	6.88	6.94	7.02	6.95	6.72

Table D.3

Unemployment Rates by AFEES and Month, 1978

Location	1st Quarter				2nd Quarter				3rd Quarter				4th Quarter				Ave.
	Jan.	Feb.	Mar.	Ave.	Apr.	May	Jun.	Ave.	Jul.	Aug.	Sep.	Ave.	Oct.	Nov.	Dec.	Ave.	1978
TEST AREA 1A																	
Beckley, WV	8.6	9.0	7.7	8.4	5.1	4.8	4.8	4.9	5.9	5.9	5.7	5.8	4.7	5.0	5.8	5.2	6.1
Boise, ID	6.9	6.8	6.4	6.7	6.0	5.2	5.3	5.5	5.2	5.5	5.0	5.2	4.5	5.6	6.5	5.5	5.7
Boston, MA	7.6	7.4	6.4	7.2	5.9	5.5	6.8	6.1	6.5	6.7	5.8	6.3	4.5	5.3	5.8	5.2	6.2
Chicago, IL	7.4	7.1	6.6	7.1	5.5	6.0	6.1	5.9	6.3	5.9	5.2	5.8	5.3	5.2	5.8	5.4	6.0
Fort Hamilton, NY	8.8	8.9	8.3	8.6	7.5	7.5	7.3	7.4	7.6	7.3	7.7	7.5	7.9	7.2	6.6	7.2	7.7
Los Angeles, CA	7.9	8.2	8.0	8.0	7.2	7.0	7.2	7.1	8.1	7.0	6.4	7.1	5.9	6.0	6.3	6.1	7.1
New Haven, CT	6.4	6.4	6.2	6.3	5.6	5.3	5.2	5.4	5.3	5.2	4.5	5.0	4.3	4.2	4.3	4.3	5.2
Newark, NJ	8.0	8.4	7.3	7.9	7.3	7.3	7.5	7.4	7.9	6.9	7.3	7.3	6.6	6.3	6.8	6.6	7.3
Portland, OR	7.8	7.4	6.9	7.4	6.4	5.9	5.8	6.1	5.7	5.4	5.3	5.5	5.3	6.0	6.1	5.8	6.2
Salt Lake City, UT	5.2	4.9	4.5	4.9	3.9	3.5	4.0	3.8	3.7	3.7	3.5	3.6	3.6	4.1	4.3	4.0	4.1
Total	7.8	7.9	7.3	7.7	6.5	6.5	6.7	6.6	7.0	6.5	6.2	6.6	5.9	5.9	6.1	6.0	6.7
TEST AREA 1B																	
Buffalo, NY	8.6	8.7	8.2	8.5	7.4	7.2	7.2	7.3	7.6	7.2	7.6	7.5	7.7	7.1	6.5	7.1	7.6
Butte, MT	7.8	7.5	7.5	7.6	5.8	5.0	6.0	5.6	5.4	5.1	4.7	5.1	4.7	5.8	6.4	5.6	6.0
Charlotte, NC	7.0	5.6	4.8	5.8	4.6	4.5	4.6	4.6	4.8	3.8	3.5	4.0	3.4	3.4	3.7	3.5	4.5
Cincinnati, OH	6.1	6.4	6.1	6.2	5.5	5.0	5.4	5.3	5.4	5.2	5.3	5.3	4.7	4.9	4.9	4.8	5.4
Cleveland, OH	6.1	6.3	6.1	6.2	5.6	5.1	5.4	5.4	5.3	5.2	5.4	5.3	4.7	4.9	4.8	4.8	5.4
Coral Gables, FL	7.5	6.1	6.3	6.6	6.1	6.2	6.8	6.3	6.8	6.6	7.6	7.0	7.0	6.2	6.4	6.5	6.6
Des Moines, IA	5.1	5.3	4.9	5.1	4.1	3.8	4.2	4.0	4.1	3.8	3.3	3.7	3.2	3.5	4.3	3.7	4.1
Fort Jackson, SC	6.4	6.2	5.8	6.1	5.5	5.5	6.0	5.7	6.2	5.7	5.3	5.7	5.5	5.3	5.1	5.3	5.7
Fresno, CA	7.9	8.2	8.0	8.0	7.2	7.0	7.2	7.1	8.1	7.0	6.4	7.1	5.9	6.0	6.3	6.1	7.1
Jacksonville, FL	7.3	6.1	6.2	6.5	6.0	6.0	6.7	6.2	6.7	6.5	7.3	6.8	6.8	6.1	6.2	6.4	6.5
Kansas City, KS	5.3	5.4	4.6	5.1	3.8	3.7	4.1	3.8	4.1	4.1	3.6	3.9	3.5	3.7	3.9	3.7	4.2
Knoxville, TN	6.7	6.6	6.0	6.5	5.2	5.2	5.5	5.3	6.5	5.3	5.1	5.7	5.2	5.2	5.6	5.4	5.7
Minneapolis, MN	5.5	5.2	4.4	5.1	4.1	3.8	4.1	4.0	3.9	3.5	3.2	3.6	3.1	3.7	4.2	3.7	4.1
Montgomery, AL	7.5	6.8	6.7	7.0	5.9	5.8	6.7	6.2	7.1	6.3	6.2	6.5	5.9	5.7	6.1	5.9	6.4
Nashville, TN	7.0	6.9	6.2	6.7	5.4	5.4	5.8	5.5	6.8	5.5	5.2	5.9	5.3	5.3	5.7	5.5	5.9
Oakland, CA	7.9	8.1	7.9	8.0	7.1	6.9	7.1	7.0	8.0	6.9	6.3	7.1	5.9	6.0	6.2	6.0	7.0
Philadelphia, PA	7.9	8.0	7.6	7.9	7.0	6.4	7.0	6.8	7.5	6.8	7.1	7.1	6.7	6.4	6.4	6.5	7.1
San Antonio, TX	5.5	5.4	4.7	5.2	3.9	4.2	5.2	4.4	5.2	5.1	4.8	5.0	4.3	4.8	4.6	4.6	4.8
Springfield, MA	6.9	6.7	6.2	6.6	5.6	5.3	6.0	5.7	5.8	5.9	5.1	5.6	4.3	4.7	4.9	4.6	5.6
Total	6.9	6.6	6.3	6.6	5.7	5.5	5.9	5.7	6.2	5.7	5.6	5.8	5.3	5.3	5.4	5.3	5.9
TEST AREA 2																	
Albuquerque, NM	6.7	6.4	5.9	6.3	5.4	5.3	6.2	5.7	5.7	5.4	5.4	5.5	5.3	5.5	5.4	5.4	5.7
Amarillo, TX	5.7	5.6	4.9	5.4	4.1	4.3	5.4	4.6	5.3	5.1	4.9	5.1	4.4	4.9	4.8	4.7	4.9
Baltimore, MD	6.9	7.2	6.9	7.0	6.0	5.7	6.2	6.0	6.2	5.9	5.4	5.8	5.2	5.4	5.8	5.5	6.1
El Paso, TX	5.9	5.7	5.1	5.6	4.4	4.5	5.5	4.8	5.3	5.2	5.0	5.2	4.6	5.0	4.9	4.8	5.1
Louisville, KY	6.0	7.6	6.0	6.5	4.9	4.8	5.2	5.0	5.8	5.3	4.7	5.3	4.6	4.6	5.1	4.8	5.4
Oklahoma City, OK	4.3	5.0	4.0	4.5	3.7	3.7	4.0	3.8	3.9	3.6	3.5	3.6	3.6	3.8	3.6	3.6	3.9
St. Louis, MO	6.9	6.8	6.1	6.6	5.0	5.2	5.4	5.2	5.7	5.5	4.7	5.3	4.7	4.7	5.2	4.9	5.5
Total	6.3	6.7	5.9	6.3	5.1	5.0	5.5	5.2	5.6	5.3	4.8	5.2	4.7	4.8	5.1	4.9	5.4

Table D.3—continued

Location	1st Quarter				2nd Quarter				3rd Quarter				4th Quarter				Ave.
	Jan.	Feb.	Mar.	Ave.	Apr.	May	Jun.	Ave.	Jul.	Aug.	Sep.	Ave.	Oct.	Nov.	Dec.	Ave.	1978
TEST AREA 3																	
Detroit, MI	8.1	7.2	7.2	7.5	6.6	6.5	7.0	6.7	7.3	8.0	5.8	7.0	5.5	6.6	6.7	6.3	6.9
Jackson, MS	6.9	7.2	7.1	7.1	6.5	6.7	8.2	7.1	7.9	7.5	6.7	7.4	6.4	6.4	6.9	6.6	7.0
Memphis, TN	6.9	6.9	6.3	6.7	5.5	5.6	6.0	5.7	6.7	5.7	5.4	6.0	5.6	5.8	6.2	5.9	6.1
Phoenix, AZ	7.1	6.9	6.4	6.8	5.8	5.6	6.4	6.0	6.2	5.7	5.6	5.8	5.1	5.5	5.3	5.3	6.0
Syracuse, NY	8.8	8.9	8.3	8.6	7.5	7.5	7.3	7.4	7.6	7.3	7.7	7.5	7.9	7.2	6.6	7.2	7.7
Total	7.8	7.3	7.1	7.4	6.4	6.4	6.9	6.6	7.1	7.2	6.0	6.8	5.8	6.4	6.4	6.2	6.7
TEST AREA 4																	
Atlanta, GA	6.5	5.7	5.4	5.9	5.3	5.3	5.8	5.5	5.8	6.2	5.6	5.9	5.3	5.6	5.3	5.4	5.7
Denver, CO	6.4	5.7	5.9	6.0	5.4	5.2	5.4	5.3	5.1	4.8	4.9	4.9	4.7	5.0	5.3	5.0	5.3
Indianapolis, IN	6.6	6.9	6.2	6.6	5.5	5.3	5.8	5.5	5.9	5.3	5.1	5.4	4.9	5.0	5.9	5.3	5.7
New Orleans, LA	7.0	7.1	7.0	7.0	6.9	7.1	8.1	7.4	7.5	7.2	6.8	7.1	6.5	6.3	6.4	6.4	7.0
Pittsburgh, PA	8.0	7.8	7.9	7.9	6.6	5.6	6.3	6.2	7.0	6.4	6.8	6.8	6.5	6.3	5.9	6.3	6.8
Total	7.0	6.7	6.6	6.8	6.0	5.6	6.2	5.9	6.3	6.0	5.9	6.1	5.6	5.7	5.8	5.7	6.1
TEST AREA 5																	
Columbus, OH	6.3	6.4	6.2	6.3	5.6	5.1	5.4	5.4	5.3	5.3	5.4	5.4	4.7	4.9	4.9	4.8	5.5
Dallas, TX	5.5	5.4	4.7	5.2	3.9	4.2	5.2	4.4	5.2	5.1	4.8	5.0	4.3	4.8	4.6	4.6	4.8
Harrisburg, PA	7.9	7.6	7.9	7.8	6.9	5.8	6.6	6.4	7.3	6.5	7.1	7.0	6.9	6.6	6.0	6.5	6.9
Richmond, VA	6.4	6.7	6.1	6.4	5.0	4.8	5.3	5.0	5.2	5.0	5.0	5.1	4.5	4.7	5.2	4.8	5.3
Wilkes-Barre, PA	7.9	7.6	7.9	7.8	6.9	5.8	6.6	6.4	7.3	6.5	7.1	7.0	6.9	6.6	6.0	6.5	6.9
Total	6.5	6.5	6.2	6.4	5.3	5.0	5.6	5.3	5.8	5.5	5.6	5.6	5.1	5.3	5.2	5.2	5.6
TEST AREA 6																	
Albany, NY	8.7	8.9	8.2	8.6	7.5	7.5	7.3	7.4	7.6	7.2	7.6	7.5	7.8	7.1	6.6	7.2	7.7
Little Rock, AR	7.2	7.2	6.4	6.9	5.6	5.8	5.9	5.8	6.0	5.4	5.5	5.6	5.8	6.8	7.3	6.6	6.2
Manchester, NH	5.8	5.4	4.9	5.4	4.5	4.1	4.7	4.4	4.6	3.8	3.7	4.0	4.0	4.1	4.9	4.3	4.5
Milwaukee, WI	6.5	6.4	6.0	6.3	5.3	5.0	5.2	5.2	5.3	5.0	4.4	4.9	4.2	4.7	5.3	4.8	5.3
Portland, ME	7.8	7.2	6.7	7.2	6.1	5.3	5.3	5.6	6.7	5.1	4.7	5.5	4.9	5.0	5.7	5.2	5.9
Seattle, WA	8.9	8.3	7.7	8.3	7.1	6.7	6.9	6.9	6.5	6.3	5.9	6.2	5.6	6.0	6.4	6.0	6.9
Shreveport, LA	6.7	6.7	6.5	6.6	6.2	6.4	7.3	6.7	6.8	6.5	6.3	6.5	5.9	5.9	6.0	6.0	6.4
Spokane, WA	8.4	7.9	7.4	7.9	6.8	6.3	6.5	6.5	6.2	6.1	5.7	6.0	5.3	5.9	6.5	5.9	6.6
Total	7.4	7.2	6.7	7.1	6.1	5.8	6.1	6.0	6.1	5.7	5.4	5.7	5.3	5.6	6.0	5.7	6.1
TEST AREA 7																	
Fargo, ND	6.3	5.6	4.9	5.6	4.4	3.7	4.3	4.1	3.9	3.5	3.3	3.6	3.2	4.3	4.7	4.1	4.3
Houston, TX	5.6	5.6	4.9	5.4	4.1	4.4	5.4	4.7	5.4	5.2	5.0	5.2	4.4	4.9	4.8	4.7	5.0
Omaha, NE	4.4	4.5	4.3	4.4	2.7	2.6	3.0	2.8	2.8	2.6	2.6	2.7	2.5	2.6	3.4	2.8	3.2
Raleigh, NC	7.1	5.5	4.7	5.8	4.4	4.4	4.5	4.4	4.6	3.6	3.3	3.8	3.1	3.2	3.6	3.3	4.3
Sioux Falls, SD	4.7	4.1	3.7	4.2	3.0	2.7	3.4	3.1	3.3	3.0	2.4	2.9	2.6	2.9	3.6	3.0	3.3
Total	5.8	5.2	4.6	5.2	3.9	3.8	4.4	4.1	4.4	4.0	3.7	4.0	3.5	3.8	4.1	3.8	4.3
OUTLYING AREAS																	
Anchorage, AK	11.9	11.8	12.8	12.2	12.1	12.1	11.3	11.8	10.0	9.4	9.4	9.6	10.3	11.1	11.4	10.9	11.1
Guam	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Honolulu, HA	7.8	7.6	7.9	7.8	7.5	8.0	8.4	8.0	8.2	7.8	8.1	8.0	8.0	7.4	6.7	7.4	7.8
San Juan, PR	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Total	8.9	8.7	9.1	8.9	8.7	9.0	9.2	9.0	8.7	8.2	8.4	8.4	8.6	8.3	7.9	8.3	8.6
GRAND TOTAL	7.1	7.0	6.6	6.9	5.9	5.7	6.1	5.9	6.3	5.9	5.7	6.0	5.4	5.5	5.7	5.5	6.1

Table D.4

UNEMPLOYMENT RATES BY AFEES AND MONTH, 1979

Location	1st Quarter				2nd Quarter				3rd Quarter				4th Quarter				Ave.
	Jan.	Feb.	Mar.	Ave.	Apr.	May	Jun.	Ave.	Jul.	Aug.	Sep.	Ave.	Oct.	Nov.	Dec.	Ave.	1979
TEST AREA 1A																	
Beckley, WV	7.9	8.2	6.7	7.6	6.0	5.3	5.6	5.6	6.1	5.3	5.4	5.6	6.0	6.3	6.8	6.3	6.3
Boise, ID	8.6	8.2	7.2	8.0	6.5	5.4	5.1	5.6	5.2	5.4	4.8	5.1	4.4	5.0	6.3	5.2	6.0
Boston, MA	7.5	6.9	6.8	7.1	5.6	5.2	5.5	5.4	5.3	4.9	6.2	5.5	4.5	4.8	5.3	4.9	5.7
Chicago, IL	5.9	5.8	6.0	5.9	5.4	4.8	6.0	5.4	5.3	5.0	5.8	5.3	5.7	5.7	6.4	6.0	5.7
Fort Hamilton, NY	7.7	7.4	7.7	7.6	6.7	5.9	6.9	6.5	7.4	7.3	7.5	7.4	7.1	6.9	7.0	7.0	7.1
Los Angeles, CA	7.2	7.0	6.7	7.0	6.1	5.6	5.9	5.9	6.2	6.3	6.1	6.2	5.8	5.7	6.0	5.8	6.2
New Haven, CT	5.6	6.1	5.6	5.8	5.1	4.7	5.3	5.0	5.4	4.8	4.5	4.9	4.8	4.8	5.0	4.8	5.1
Newark, NJ	7.5	8.1	7.3	7.6	5.9	6.9	7.0	6.6	7.8	7.2	6.5	7.2	6.5	6.6	6.2	6.4	7.0
Portland, OR	8.2	7.9	7.5	7.9	7.2	6.7	6.4	6.8	6.5	6.4	6.0	6.3	6.2	7.0	7.6	6.9	7.0
Salt Lake City, UT	5.2	4.8	4.2	4.7	3.7	3.5	4.1	3.7	3.9	3.9	4.1	4.0	4.3	4.6	4.5	4.4	4.2
Total	7.1	7.0	6.8	6.9	6.0	5.5	6.1	5.9	6.3	6.1	6.2	6.2	5.9	6.0	6.3	6.0	6.3
TEST AREA 1B																	
Buffalo, NY	7.6	7.4	7.7	7.6	6.6	5.8	7.0	6.5	7.3	7.3	7.4	7.3	7.2	6.9	6.9	7.0	7.1
Butte, MT	8.0	6.2	5.4	6.5	5.0	4.2	4.5	4.6	4.3	4.2	3.9	4.1	4.1	5.1	5.2	4.8	5.0
Charlotte, NC	4.9	5.1	4.9	5.0	4.5	4.6	5.1	4.7	5.5	4.7	4.6	4.9	4.5	4.4	4.8	4.6	4.8
Cincinnati, OH	6.7	6.6	6.0	6.4	5.4	4.8	5.7	5.3	6.5	6.7	5.4	6.2	5.9	5.3	5.3	5.5	5.9
Cleveland, OH	6.6	6.5	6.0	6.4	5.5	4.9	5.8	5.4	6.6	6.9	5.4	6.3	5.9	5.3	5.2	5.5	5.9
Coral Gables, FL	7.5	5.8	5.8	6.4	5.3	5.1	6.0	5.5	6.6	6.1	6.4	6.4	6.3	5.8	5.2	5.8	6.0
Des Moines, IA	5.6	4.9	4.4	5.0	3.9	3.0	3.4	3.4	3.6	3.4	3.3	3.4	3.5	4.2	4.3	4.0	4.0
Fort Jackson, SC	5.3	5.4	5.3	5.3	5.2	5.3	5.6	5.4	5.0	4.9	4.7	4.9	4.8	4.9	5.0	4.9	5.1
Fresno, CA	7.2	7.0	6.7	7.0	6.1	5.6	5.9	5.9	6.2	6.3	6.1	6.2	5.8	5.7	6.0	5.8	6.2
Jacksonville, FL	7.2	5.8	5.7	6.3	5.2	5.0	5.9	5.4	6.4	6.0	6.2	6.2	6.1	5.7	5.1	5.7	5.9
Kansas City, KS	4.9	4.3	3.6	4.3	3.4	3.3	3.8	3.5	4.1	4.2	4.0	4.1	3.8	3.9	4.3	4.0	4.0
Knoxville, TN	6.9	6.4	5.3	6.2	4.7	4.7	5.7	5.0	6.4	5.6	5.7	5.9	5.7	5.9	5.9	5.9	5.7
Minneapolis, MN	5.2	4.8	4.4	4.8	4.0	3.8	3.9	3.9	3.8	3.5	3.5	3.6	3.7	4.3	4.9	4.3	4.2
Montgomery, AL	7.0	7.3	7.0	7.1	6.4	6.3	7.5	6.7	7.7	6.9	6.9	7.2	6.7	6.7	6.8	6.7	6.9
Nashville, TN	7.1	6.8	5.8	6.6	5.2	5.3	6.3	5.6	7.0	6.1	6.2	6.4	6.1	6.4	6.4	6.3	6.2
Oakland, CA	7.2	7.0	6.6	6.9	6.1	5.6	5.9	5.9	6.2	6.3	6.1	6.2	5.7	5.7	6.0	5.8	6.2
Philadelphia, PA	7.4	7.8	7.6	7.6	6.1	6.2	7.2	6.5	7.0	7.1	6.5	6.9	7.3	6.9	6.5	6.9	7.0
San Antonio, TX	4.4	4.5	3.8	4.2	3.9	4.2	4.8	4.3	4.7	4.6	4.0	4.4	3.8	4.3	3.6	3.9	4.2
Springfield, MA	6.5	6.3	6.1	6.3	5.2	4.8	5.2	5.1	5.2	4.7	5.4	5.1	4.6	4.8	5.0	4.8	5.3
Total	6.5	6.2	5.8	6.2	5.2	5.0	5.7	5.3	5.9	5.7	5.5	5.7	5.5	5.5	5.4	5.5	5.7
TEST AREA 2																	
Albuquerque, NM	7.0	6.7	6.1	6.6	5.7	5.5	6.4	5.9	6.2	6.0	6.5	6.2	6.9	7.0	6.6	6.9	6.4
Amarillo, TX	4.8	4.8	4.1	4.6	4.2	4.4	5.0	4.5	4.9	4.8	4.3	4.7	4.2	4.7	4.0	4.3	4.5
Baltimore, MD	6.6	7.2	6.3	6.7	5.7	5.4	6.2	5.8	6.1	6.2	5.5	5.9	5.6	5.9	6.3	5.9	6.1
El Paso, TX	5.2	5.2	4.5	5.0	4.5	4.6	5.3	4.8	5.2	5.1	4.7	5.0	4.7	5.1	4.5	4.8	4.9
Louisville, KY	7.1	6.6	5.6	6.4	4.9	4.4	5.1	4.8	5.7	5.9	5.5	5.7	5.9	5.9	6.2	6.0	5.7
Oklahoma City, OK	4.2	4.2	3.6	4.0	3.6	3.1	3.5	3.4	3.5	3.3	3.2	3.3	3.3	3.4	3.5	3.4	3.5
St. Louis, MO	5.8	5.4	5.0	5.4	4.4	4.1	4.9	4.5	4.6	4.7	5.0	4.8	5.0	5.0	5.4	5.1	5.0
Total	6.0	6.0	5.3	5.8	4.9	4.5	5.3	4.9	5.2	5.3	5.0	5.2	5.1	5.3	5.5	5.3	5.3

Table D.4—continued

Location	1st Quarter				2nd Quarter				3rd Quarter				4th Quarter				Ave.
	Jan.	Feb.	Mar.	Ave.	Apr.	May	Jun.	Ave.	Jul.	Aug.	Sep.	Ave.	Oct.	Nov.	Dec.	Ave.	1979
TEST AREA 3																	
Detroit, MI	8.0	8.2	7.9	8.1	8.6	7.2	7.2	7.7	7.7	7.5	7.2	7.5	7.3	7.9	8.5	7.9	7.8
Jackson, MS	6.9	6.9	6.2	6.7	5.5	5.2	6.2	5.6	5.8	5.4	5.3	5.5	5.3	5.9	6.2	5.8	5.9
Memphis, TN	7.4	6.7	5.6	6.5	5.1	5.0	5.8	5.3	6.3	5.8	5.8	6.0	5.8	6.3	6.2	6.1	6.0
Phoenix, AZ	5.6	6.2	5.7	5.8	5.1	4.9	6.1	5.4	5.3	5.0	4.7	5.0	4.8	4.8	5.2	4.9	5.3
Syracuse, NY	7.7	7.4	7.7	7.6	6.7	5.9	6.9	6.5	7.4	7.3	7.5	7.4	7.1	6.9	7.0	7.0	7.1
Total	7.4	7.5	7.1	7.3	7.1	6.2	6.7	6.7	6.9	6.7	6.5	6.7	6.5	6.9	7.3	6.9	6.9
TEST AREA 4																	
Atlanta, GA	5.4	5.9	5.2	5.5	5.0	4.8	5.6	5.1	5.6	5.5	4.9	5.3	5.1	4.9	5.1	5.0	5.3
Denver, CO	5.3	5.2	5.0	5.1	4.9	4.5	5.0	4.8	4.6	4.2	4.1	4.3	4.1	4.4	4.8	4.5	4.7
Indianapolis, IN	6.4	6.4	5.8	6.2	5.7	5.1	5.9	5.6	6.4	6.5	6.1	6.3	6.5	6.9	7.6	7.0	6.3
New Orleans, LA	7.1	6.2	5.8	6.4	5.5	5.4	6.7	5.9	6.6	6.3	6.4	6.4	6.6	6.9	6.2	6.5	6.3
Pittsburgh, PA	7.3	7.6	7.6	7.5	6.2	5.6	6.9	6.2	6.3	6.8	6.5	6.5	7.6	6.8	6.7	7.0	6.8
Total	6.3	6.4	6.0	6.2	5.5	5.1	6.1	5.6	5.9	5.9	5.7	5.8	6.1	6.0	6.1	6.1	5.9
TEST AREA 5																	
Columbus, OH	6.7	6.6	6.1	6.5	5.6	5.0	5.8	5.5	6.6	6.8	5.5	6.3	5.9	5.3	5.3	5.5	5.9
Dallas, TX	4.4	4.5	3.8	4.2	3.9	4.2	4.8	4.3	4.7	4.6	4.0	4.4	3.8	4.3	3.6	3.9	4.2
Harrisburg, PA	7.1	7.5	7.8	7.5	6.2	5.6	7.2	6.3	6.3	7.0	6.7	6.7	7.9	6.9	6.6	7.1	6.9
Richmond, VA	5.4	6.4	5.5	5.8	4.6	4.3	4.9	4.6	4.7	4.5	4.4	4.6	4.5	4.7	5.0	4.7	4.9
Wilkes-Barre, PA	7.1	7.5	7.8	7.5	6.2	5.6	7.2	6.3	6.3	7.0	6.7	6.7	7.9	6.9	6.6	7.1	6.9
Total	5.9	6.2	5.7	5.9	5.0	4.8	5.7	5.2	5.5	5.7	5.1	5.5	5.5	5.3	5.1	5.3	5.5
TEST AREA 6																	
Albany, NY	7.7	7.4	7.7	7.6	6.7	5.8	6.9	6.5	7.4	7.3	7.4	7.3	7.0	6.9	6.9	6.9	7.1
Little Rock, AR	8.0	7.3	6.1	7.1	5.9	5.7	5.6	5.8	5.7	6.0	6.0	5.9	6.0	6.7	6.5	6.4	6.3
Manchester, NH	4.4	4.7	4.4	4.5	4.6	3.8	4.1	4.2	4.0	3.2	3.1	3.4	3.1	3.5	4.4	3.7	3.9
Milwaukee, WI	5.8	5.4	4.9	5.4	4.7	3.9	4.4	4.3	5.2	4.4	4.2	4.6	4.2	5.0	5.2	4.8	4.8
Portland, ME	7.0	7.3	7.0	7.1	6.5	6.3	6.4	6.4	8.0	5.6	5.4	6.3	5.8	5.9	6.7	6.1	6.5
Seattle, WA	8.1	7.9	7.8	7.9	7.4	6.6	6.7	6.9	6.3	5.8	5.7	5.9	5.9	6.1	7.3	6.4	6.8
Shreveport, LA	6.6	5.8	5.3	5.9	5.2	5.2	6.3	5.6	6.3	6.1	6.0	6.1	6.1	6.4	5.6	6.1	5.9
Spokane, WA	8.2	7.9	7.5	7.9	7.1	6.2	6.2	6.5	5.9	5.6	5.4	5.6	5.4	5.7	7.0	6.0	6.5
Total	6.9	6.6	6.2	6.6	5.9	5.3	5.7	5.6	6.0	5.4	5.3	5.6	5.3	5.8	6.1	5.7	5.9
TEST AREA 7																	
Fargo, ND	5.6	5.4	4.7	5.2	4.3	3.8	3.7	3.9	3.3	2.9	2.9	3.0	2.9	3.7	4.4	3.7	4.0
Houston, TX	4.6	4.6	3.9	4.4	4.0	4.3	5.0	4.4	4.9	4.8	4.2	4.6	4.0	4.5	3.8	4.1	4.4
Omaha, NE	4.0	3.4	2.9	3.4	2.7	2.6	3.3	2.9	3.0	2.9	3.5	3.2	3.3	3.3	3.8	3.5	3.2
Raleigh, NC	4.9	5.0	4.8	4.9	4.4	4.5	5.0	4.6	5.6	4.7	4.6	5.0	4.5	4.4	4.8	4.6	4.8
Sioux Falls, SD	5.0	4.1	3.9	4.3	3.7	3.0	3.8	3.5	3.1	2.8	2.7	2.9	2.7	3.1	4.0	3.3	3.5
Total	4.7	4.5	4.0	4.4	3.9	3.9	4.4	4.1	4.4	4.0	3.9	4.1	3.8	4.0	4.1	4.0	4.1
OUTLYING AREAS																	
Anchorage, AK	11.1	12.0	11.1	11.4	10.0	8.9	8.6	9.1	7.7	6.8	6.7	7.1	7.9	9.1	8.9	8.6	9.1
Guam	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Honolulu, HA	6.8	7.2	6.4	6.8	6.8	6.7	7.2	6.9	6.2	5.9	5.9	6.0	6.2	6.5	5.6	6.1	6.4
San Juan, PR	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Total	7.9	8.4	7.6	8.0	7.6	7.3	7.5	7.5	6.6	6.1	6.1	6.3	6.6	7.2	6.4	6.7	7.1
GRAND TOTAL	6.6	6.5	6.1	6.4	5.5	5.2	5.8	5.5	6.0	5.8	5.6	5.8	5.6	5.7	5.8	5.7	5.8

Table D.5

Hourly Wage Rates by State and Month, 1978

State	Jan.	Feb.	Mar.	Apr.	May	Jun.	Jul.	Aug.	Sep.	Oct.	Nov.	Dec.	1978 Ave.
Alabama	5.19	5.22	5.22	5.22	5.26	5.32	5.42	5.46	5.55	5.54	5.63	5.69	5.39
Alaska	10.92	10.46	10.09	9.98	11.12	9.01	8.29	8.37	9.08	9.21	8.66	8.89	9.51
Arizona	5.90	5.88	5.86	5.87	5.92	6.00	6.13	6.08	6.13	6.15	6.14	6.29	6.03
Arkansas	4.58	4.57	4.57	4.59	4.62	4.65	4.77	4.77	4.82	4.83	4.93	4.97	4.72
California	6.21	6.19	6.24	6.29	6.34	6.42	6.47	6.46	6.55	6.57	6.63	6.72	6.42
Colorado	5.98	6.04	6.14	6.15	6.16	6.18	6.20	6.25	6.36	6.33	6.36	6.40	6.21
Connecticut	5.76	5.90	5.85	5.85	5.89	5.91	5.93	5.94	6.01	6.07	6.10	6.22	5.95
Delaware	6.48	6.55	6.35	6.68	6.53	6.63	6.58	6.41	6.47	6.54	6.77	7.10	6.59
Dist of Columbia	5.51	6.50	6.57	6.62	6.63	6.70	6.83	6.74	6.78	6.87	6.74	6.93	6.62
Florida	4.87	4.90	4.92	4.96	4.96	4.98	5.03	5.04	5.09	5.11	5.11	5.18	5.01
Georgia	4.75	4.70	4.77	4.80	4.81	4.82	4.89	4.84	4.96	5.03	5.07	5.12	4.88
Hawaii	5.96	5.86	5.92	5.97	5.90	5.58	5.55	5.63	6.10	6.20	6.20	6.20	5.92
Idaho	7.37	6.04	5.48	6.05	6.26	6.94	6.95	6.85	6.62	6.80	6.69	6.70	6.56
Illinois	6.53	6.57	6.60	6.63	6.68	6.77	6.79	6.80	6.89	6.87	6.97	7.04	6.76
Indiana	6.94	6.97	7.01	7.03	7.09	7.09	7.19	7.21	7.27	7.35	7.38	7.55	7.17
Iowa	6.72	6.77	6.81	6.79	6.87	6.90	7.04	6.92	7.13	7.25	7.27	7.46	6.99
Kansas	5.63	5.71	5.78	5.86	5.93	6.01	6.08	6.16	6.24	6.31	6.39	6.46	6.05
Kentucky	5.96	6.03	6.11	6.16	6.21	6.21	6.20	6.26	6.38	6.43	6.51	6.61	6.26
Louisiana	6.18	6.19	6.19	6.32	6.31	6.32	6.49	6.48	6.61	6.60	6.63	6.65	6.41
Maine	4.74	4.77	4.79	4.76	4.81	4.89	4.92	4.85	4.98	5.04	5.08	5.21	4.90
Maryland	6.31	6.34	6.37	6.34	6.40	6.43	6.46	6.48	6.57	6.60	6.68	6.81	6.48
Massachusetts	5.36	5.43	5.43	5.42	5.48	5.50	5.52	5.54	5.63	5.67	5.70	5.77	5.54
Michigan	7.82	7.77	7.91	7.96	7.98	8.02	8.06	8.14	8.22	8.30	8.38	8.46	8.08
Minnesota	6.28	6.28	6.32	6.33	6.34	6.36	6.39	6.40	6.50	6.60	6.68	6.74	6.43
Mississippi	4.39	4.47	4.52	4.53	4.54	4.54	4.56	4.57	4.61	4.62	4.67	4.72	4.56
Missouri	5.98	5.98	6.09	6.13	6.12	6.19	6.20	6.09	6.32	6.39	6.52	6.50	6.21
Montana	7.42	7.53	7.50	7.53	7.51	7.72	8.03	7.98	7.96	8.17	8.26	8.10	7.81
Nebraska	5.69	5.71	5.71	5.77	5.65	5.74	5.79	5.81	5.99	6.01	6.09	6.17	5.84
Nevada	6.40	6.17	6.23	6.36	6.75	6.56	6.69	6.69	6.42	6.63	6.60	7.00	6.54
New Hampshire	4.76	4.82	4.82	4.84	4.85	4.86	4.94	4.96	5.04	5.09	5.13	5.13	4.94
New Jersey	6.04	6.09	6.08	6.12	6.13	6.14	6.18	6.18	6.28	6.32	6.35	6.47	6.20
New Mexico	4.60	4.64	4.67	4.70	4.66	4.72	4.90	4.80	4.88	4.94	4.97	5.02	4.79
New York	5.93	5.98	5.99	5.99	6.02	6.04	6.09	6.04	6.10	6.14	6.25	6.36	6.08
North Carolina	4.34	4.33	4.34	4.37	4.38	4.42	4.49	4.53	4.56	4.57	4.61	4.65	4.47
North Dakota	5.35	5.32	5.30	5.35	5.45	5.55	5.58	5.68	5.82	5.69	5.65	5.71	5.54
Ohio	7.03	7.03	7.08	7.13	7.17	7.25	7.28	7.30	7.45	7.52	7.56	7.65	7.29
Oklahoma	5.61	5.58	5.63	5.59	5.74	5.78	5.84	5.89	5.93	5.98	6.09	6.07	5.81
Oregon	6.96	6.95	6.99	7.07	7.09	7.33	7.39	7.21	7.38	7.37	7.44	7.49	7.22
Pennsylvania	6.15	6.22	6.19	6.21	6.25	6.30	6.32	6.42	6.51	6.52	6.63	6.69	6.37
Rhode Island	4.58	4.70	4.60	4.63	4.64	4.65	4.67	4.69	4.75	4.82	4.82	4.91	4.70
South Carolina	4.48	4.51	4.52	4.54	4.56	4.57	4.72	4.76	4.78	4.80	4.84	4.88	4.66
South Dakota	5.06	5.07	5.03	5.08	5.08	5.12	5.15	5.26	5.38	5.35	5.38	5.25	5.18
Tennessee	5.07	5.00	5.00	5.01	5.04	5.09	5.10	5.16	5.21	5.22	5.28	5.36	5.13
Texas	5.76	5.79	5.76	5.77	5.80	5.82	5.91	5.86	5.96	5.97	6.03	6.10	5.88
Utah	5.38	5.42	5.48	5.51	5.55	5.63	5.81	5.74	5.81	5.92	5.90	5.96	5.68
Vermont	4.95	4.92	4.96	4.96	5.02	5.07	5.12	5.15	5.25	5.19	5.22	5.32	5.09
Virginia	5.03	4.98	4.99	4.98	5.00	5.02	5.10	5.12	5.19	5.22	5.29	5.37	5.11
Washington	7.23	7.29	7.38	7.41	7.42	7.56	7.67	7.65	7.68	7.71	7.79	7.85	7.55
West Virginia	6.45	6.43	6.42	6.46	6.50	6.61	6.59	6.91	6.87	6.84	6.98	7.11	6.68
Wisconsin	6.50	6.51	6.56	6.56	6.56	6.60	6.65	6.64	6.79	6.91	6.95	7.04	6.69
Wyoming	6.01	6.03	6.14	6.27	6.32	6.17	6.30	6.30	6.38	6.30	6.12	6.10	6.20
U.S. TOTAL	5.99	6.01	6.03	6.06	6.10	6.14	6.19	6.20	6.29	6.33	6.39	6.47	6.18

Table D.6

Hourly Wage Rates by State and Month, 1979

State	Jan.	Feb.	Mar.	Apr.	May	Jun.	Jul.	Aug.	Sep.	Oct.	Nov.	Dec.	1979 Ave.
Alabama	5.74	5.78	5.80	5.94	5.84	5.87	5.95	5.98	6.03	6.08	6.16	6.25	5.95
Alaska	9.33	9.19	9.05	8.92	8.78	8.64	8.84	8.70	10.79	9.97	9.97	9.97	9.35
Arizona	6.27	6.31	6.36	6.43	6.54	6.57	6.66	6.73	6.83	6.75	6.92	7.00	6.61
Arkansas	5.02	5.03	5.06	5.08	5.12	5.14	5.20	5.26	5.29	5.33	5.40	5.45	5.20
California	6.77	6.72	6.79	6.84	6.91	6.99	7.10	7.12	7.18	7.20	7.27	7.39	7.02
Colorado	6.56	6.53	6.61	6.74	6.71	6.73	6.77	6.77	6.88	6.89	6.95	6.94	6.76
Connecticut	6.21	6.24	6.29	6.20	6.33	6.38	6.41	6.40	6.53	6.62	6.70	6.80	6.43
Delaware	7.05	7.01	7.09	6.82	7.02	7.06	7.04	7.19	7.07	7.26	7.17	7.57	7.11
Dist of Columbia	7.12	6.86	6.72	7.29	7.28	7.25	7.20	7.41	6.99	7.54	7.49	7.71	7.24
Florida	5.26	5.29	5.29	5.36	5.39	5.41	5.40	5.55	5.63	5.61	5.67	5.71	5.46
Georgia	5.12	5.14	5.20	5.17	5.20	5.19	5.26	5.26	5.39	5.41	5.45	5.46	5.27
Hawaii	6.41	6.46	6.47	6.58	6.47	6.35	6.00	6.03	6.60	6.54	6.63	6.62	6.43
Idaho	6.69	6.63	6.41	6.46	6.65	7.08	7.31	7.30	7.20	6.87	7.10	7.22	6.91
Illinois	7.02	7.10	7.12	7.13	7.22	7.31	7.36	7.39	7.45	7.40	7.50	7.54	7.29
Indiana	7.64	7.60	7.65	7.62	7.73	7.82	7.87	7.77	7.87	7.90	7.96	8.10	7.79
Iowa	7.39	7.44	7.50	7.56	7.62	7.70	7.86	7.68	7.95	7.61	8.13	8.50	7.74
Kansas	6.54	6.60	6.62	6.65	6.66	6.70	6.60	6.69	6.85	7.02	7.09	7.13	6.76
Kentucky	6.52	6.58	6.58	6.70	6.78	6.79	6.76	6.86	6.95	6.92	6.92	6.97	6.78
Louisiana	6.75	6.74	6.76	6.98	6.93	6.89	7.06	7.07	7.10	7.12	7.18	7.16	6.98
Maine	5.23	5.19	5.21	5.22	5.24	5.27	5.47	5.47	5.58	5.60	5.72	5.75	5.41
Maryland	6.78	6.91	6.92	6.98	7.01	7.02	7.10	7.12	7.22	7.30	7.37	7.33	7.09
Massachusetts	5.82	5.84	5.87	5.87	5.90	5.95	5.95	6.06	6.21	6.29	6.35	6.41	6.04
Michigan	8.54	8.62	8.60	8.58	8.78	8.70	8.79	8.63	8.74	8.91	8.87	8.94	8.72
Minnesota	6.79	6.81	6.80	6.80	6.90	6.92	6.94	6.94	7.01	7.13	7.17	7.21	6.95
Mississippi	4.83	4.86	4.87	4.87	4.93	4.94	4.93	4.97	4.95	5.04	5.07	5.12	4.95
Missouri	6.51	6.49	6.55	6.50	6.62	6.66	6.71	6.69	6.82	6.88	6.91	7.06	6.70
Montana	8.23	8.38	8.23	8.23	8.08	8.35	8.43	8.51	8.67	8.63	8.73	8.79	8.44
Nebraska	6.26	6.30	6.30	6.36	6.50	6.45	6.48	6.61	6.73	6.72	6.83	6.81	6.53
Nevada	6.92	6.77	6.77	6.93	6.82	6.80	6.77	7.00	6.94	7.21	7.14	7.32	6.95
New Hampshire	5.19	5.21	5.25	5.24	5.26	5.30	5.42	5.45	5.54	5.59	5.63	5.59	5.39
New Jersey	6.47	6.50	6.53	6.50	6.58	6.62	6.64	6.63	6.76	6.81	6.87	6.98	6.66
New Mexico	5.10	5.11	5.12	5.31	5.26	5.25	5.49	5.43	5.51	5.40	5.49	5.66	5.34
New York	6.41	6.45	6.48	6.45	6.50	6.53	6.58	6.54	6.62	6.71	6.76	6.86	6.57
North Carolina	4.69	4.74	4.74	4.73	4.77	4.80	4.88	4.92	5.01	5.02	5.07	5.11	4.87
North Dakota	5.71	5.85	5.75	5.86	5.85	5.83	5.98	6.03	6.23	6.19	6.08	6.15	5.96
Ohio	7.67	7.71	7.74	7.64	7.82	7.86	7.88	7.81	7.90	7.97	7.99	8.14	7.84
Oklahoma	6.22	6.23	6.28	6.35	6.36	6.42	6.55	6.56	6.63	6.73	6.90	7.06	6.52
Oregon	7.55	7.54	7.61	7.67	7.72	8.02	8.11	7.98	8.07	8.10	8.13	8.18	7.89
Pennsylvania	6.73	6.80	6.81	6.82	6.88	6.94	6.95	7.04	7.12	7.15	7.36	7.32	6.99
Rhode Island	4.96	4.96	4.98	4.99	5.03	5.05	5.12	5.11	5.18	5.24	5.30	5.33	5.10
South Carolina	4.90	4.93	4.93	4.94	4.97	4.99	5.11	5.20	5.25	5.27	5.29	5.34	5.09
South Dakota	5.31	5.37	5.59	5.53	5.59	5.58	5.64	5.76	5.94	6.01	5.85	6.08	5.69
Tennessee	5.42	5.37	5.39	5.43	5.42	5.46	5.47	5.51	5.57	5.62	5.64	5.81	5.51
Texas	6.25	6.15	6.22	6.30	6.32	6.35	6.45	6.47	6.57	6.61	6.69	6.74	6.43
Utah	6.08	6.03	6.04	6.17	6.10	6.18	6.34	6.32	6.35	6.57	6.50	6.55	6.27
Vermont	5.36	5.38	5.42	5.43	5.44	5.45	5.53	5.60	5.60	5.59	5.71	5.78	5.52
Virginia	5.45	5.41	5.43	5.44	5.42	5.49	5.61	5.64	5.69	5.71	5.77	5.85	5.58
Washington	7.82	7.91	7.99	8.08	8.17	8.36	8.49	8.52	8.61	8.64	8.73	8.74	8.34
West Virginia	7.06	7.17	7.26	7.44	7.49	7.33	7.29	7.55	7.57	7.53	7.57	7.65	7.41
Wisconsin	7.01	7.11	7.14	7.06	7.16	7.18	7.18	7.22	7.33	7.50	7.55	7.71	7.26
Wyoming	6.31	6.35	6.37	6.57	6.58	6.63	6.75	6.61	6.65	6.61	6.80	6.76	6.58
U.S. TOTAL	6.51	6.53	6.56	6.58	6.64	6.68	6.74	6.76	6.85	6.89	6.96	7.04	6.73

Table D.7

Unemployment Rates by State and Month, 1978

State	Jan.	Feb.	Mar.	Apr.	May	Jun.	Jul.	Aug.	Sep.	Oct.	Nov.	Dec.	1978 Ave.
Alabama	7.6	7.0	6.9	5.9	5.8	6.7	7.2	6.2	5.8	5.7	5.6	6.0	6.3
Alaska	11.9	11.8	12.8	12.1	12.1	11.3	10.0	9.4	9.4	10.3	11.1	11.4	11.1
Arizona	7.1	7.1	6.6	6.0	5.8	6.7	6.5	5.9	5.8	5.3	5.7	5.4	6.1
Arkansas	7.4	7.3	6.5	5.7	5.9	6.1	6.1	5.6	5.6	5.9	6.9	7.4	6.4
California	7.9	8.2	8.0	7.2	7.0	7.2	8.1	7.0	6.4	5.9	6.1	6.3	7.1
Colorado	6.6	5.9	6.1	5.6	5.4	5.6	5.3	5.0	5.1	4.9	5.1	5.5	5.5
Connecticut	6.4	6.4	6.2	5.6	5.3	5.2	5.3	5.2	4.5	4.3	4.2	4.3	5.2
Delaware	8.0	10.0	8.3	7.2	7.0	7.7	7.8	9.1	6.8	6.7	6.8	7.2	7.7
Dist of Columbia	9.3	9.4	9.1	8.5	8.4	8.9	8.8	8.4	7.8	7.8	7.6	7.4	8.5
Florida	7.5	6.1	6.3	6.1	6.2	6.8	6.8	6.6	7.6	7.0	6.2	6.4	6.6
Georgia	6.5	5.7	5.4	5.3	5.3	5.8	5.8	6.2	5.6	5.4	5.6	5.3	5.7
Hawaii	7.8	7.6	7.9	7.5	8.0	8.4	8.2	7.8	8.1	8.0	7.4	6.7	7.8
Idaho	6.8	6.7	6.4	6.0	5.1	5.3	5.2	5.5	5.0	4.4	5.5	6.6	5.7
Illinois	7.5	7.1	6.7	5.5	6.1	6.1	6.4	6.0	5.2	5.3	5.2	5.7	6.1
Indiana	6.5	6.9	6.2	5.6	5.2	5.8	5.9	5.2	5.1	4.9	5.0	5.9	5.7
Iowa	5.0	5.2	4.8	4.0	3.7	4.1	4.0	3.7	3.2	3.1	3.4	4.3	4.0
Kansas	3.9	3.9	3.4	2.7	2.7	3.1	2.9	2.9	2.6	2.6	2.9	2.8	3.0
Kentucky	5.8	7.7	6.0	4.7	4.7	5.0	5.7	5.3	4.6	4.6	4.4	4.9	5.3
Louisiana	7.0	7.1	7.0	7.0	7.2	8.1	7.4	7.1	6.8	6.5	6.2	6.3	7.0
Maine	8.2	7.6	7.1	6.4	5.6	5.6	7.1	5.4	4.9	5.1	5.2	5.8	6.2
Maryland	6.4	6.7	6.4	5.6	5.3	5.8	5.8	5.3	4.9	4.7	5.0	5.6	5.6
Massachusetts	7.5	7.1	6.2	5.7	5.4	6.9	6.4	6.7	5.8	4.3	5.2	5.7	6.1
Michigan	8.1	7.2	7.2	6.6	6.6	7.1	7.3	8.0	5.8	5.5	6.6	6.7	6.9
Minnesota	5.3	5.0	4.1	3.9	3.6	3.9	3.6	3.3	2.9	2.8	3.5	4.0	3.8
Mississippi	6.9	7.2	7.1	6.5	6.7	8.2	7.9	7.5	6.7	6.4	6.4	6.9	7.0
Missouri	6.5	6.6	5.6	4.7	4.5	4.8	5.1	5.1	4.3	4.3	4.4	4.7	5.0
Montana	7.9	7.5	7.5	5.9	5.0	6.0	5.4	5.1	4.7	4.7	5.8	6.4	6.0
Nebraska	4.3	4.4	4.2	2.5	2.3	2.8	2.6	2.4	2.5	2.4	2.4	3.2	3.0
Nevada	6.4	5.8	5.0	4.4	4.2	4.3	4.2	3.8	3.8	3.8	4.0	4.5	4.5
New Hampshire	4.9	4.4	3.8	3.3	2.9	3.8	3.9	3.0	3.2	3.7	3.6	4.6	3.8
New Jersey	7.8	8.3	7.1	7.2	7.3	7.6	7.9	6.8	7.1	6.2	6.1	6.9	7.2
New Mexico	6.7	6.4	5.9	5.4	5.3	6.2	5.7	5.4	5.4	5.3	5.5	5.4	5.7
New York	8.8	8.9	8.3	7.5	7.5	7.3	7.6	7.3	7.7	7.9	7.2	6.6	7.7
North Carolina	7.1	5.5	4.7	4.4	4.4	4.5	4.6	3.6	3.3	3.1	3.2	3.6	4.3
North Dakota	7.2	6.1	5.7	4.9	3.8	4.6	4.1	3.7	3.6	3.5	5.1	5.4	4.8
Ohio	6.1	6.3	6.1	5.6	5.1	5.4	5.3	5.2	5.4	4.7	4.9	4.8	5.4
Oklahoma	4.3	5.0	4.0	3.7	3.7	4.1	3.9	3.6	3.5	3.6	3.8	3.6	3.9
Oregon	7.6	7.3	6.7	6.3	5.8	5.7	5.6	5.2	5.2	5.2	6.0	6.0	6.1
Pennsylvania	7.9	7.6	7.9	6.9	5.8	6.6	7.3	6.5	7.1	6.9	6.6	6.0	6.9
Rhode Island	8.2	8.8	7.6	6.7	6.0	6.5	7.1	6.8	5.8	5.4	5.5	6.1	6.7
South Carolina	6.3	6.3	5.9	5.5	5.5	6.1	6.3	5.6	5.3	5.5	5.2	5.1	5.7
South Dakota	4.5	3.7	3.4	2.7	2.4	3.2	3.2	2.9	2.2	2.4	2.7	3.4	3.1
Tennessee	6.9	6.6	6.0	5.3	5.3	5.5	6.8	5.3	5.1	5.3	5.3	5.8	5.8
Texas	5.5	5.4	4.7	3.9	4.2	5.2	5.2	5.1	4.8	4.3	4.8	4.6	4.8
Utah	5.0	4.7	4.3	3.6	3.3	3.9	3.6	3.5	3.4	3.5	3.9	4.1	3.9
Vermont	7.4	7.3	6.9	6.7	6.1	6.4	5.8	5.2	4.5	4.5	5.0	5.5	5.9
Virginia	6.4	6.8	6.2	5.0	4.9	5.3	5.2	5.1	5.1	4.5	4.7	5.2	5.4
Washington	8.9	8.3	7.7	7.1	6.7	6.9	6.5	6.3	5.9	5.6	6.0	6.4	6.9
West Virginia	9.6	9.8	8.4	5.2	4.8	4.7	6.1	6.2	6.0	4.7	5.2	6.1	6.4
Wisconsin	6.3	6.3	5.9	5.2	4.8	5.1	5.1	4.8	4.3	4.1	4.5	5.2	5.1
Wyoming	4.0	4.0	3.6	3.3	3.0	3.2	3.1	2.7	3.1	2.9	4.0	3.6	3.4
U.S. TOTAL	7.1	7.0	6.5	5.8	5.7	6.1	6.3	5.9	5.6	5.3	5.4	5.6	6.0

Table D.8

Unemployment Rates by State and Month, 1979

State	Jan.	Feb.	Mar.	Apr.	May	Jun.	Jul.	Aug.	Sep.	Oct.	Nov.	Dec.	1979 Ave.
Alabama	6.8	7.7	7.3	6.7	6.6	7.9	8.0	7.1	7.1	6.8	6.9	7.2	7.2
Alaska	11.1	12.0	11.1	10.0	8.9	8.6	7.7	6.8	6.7	7.9	9.1	8.9	9.1
Arizona	5.6	6.3	5.8	5.1	4.9	6.1	5.3	5.0	4.7	4.8	4.8	5.2	5.3
Arkansas	8.2	7.4	6.2	6.1	5.9	5.7	5.8	6.2	6.1	6.1	6.9	6.6	6.4
California	7.2	7.0	6.7	6.1	5.6	5.9	6.2	6.3	6.1	5.8	5.7	6.0	6.2
Colorado	5.4	5.3	5.2	5.1	4.7	5.2	4.8	4.4	4.2	4.3	4.5	4.9	4.8
Connecticut	5.6	6.1	5.6	5.1	4.7	5.3	5.4	4.8	4.5	4.8	4.8	5.0	5.1
Delaware	9.0	8.1	8.0	7.4	6.7	7.8	8.0	8.1	6.5	7.1	8.8	7.4	7.7
Dist of Columbia	7.5	7.7	7.9	8.0	8.1	9.1	8.4	7.4	6.6	6.3	6.3	6.3	7.5
Florida	7.5	5.8	5.8	5.3	5.1	6.0	6.5	6.1	6.4	6.3	5.9	5.2	6.0
Georgia	5.4	5.9	5.2	5.0	4.8	5.6	5.6	5.5	4.9	5.1	4.9	5.1	5.3
Hawaii	6.9	7.2	6.4	6.8	6.7	7.2	6.2	5.9	5.9	6.2	6.5	5.6	6.4
Idaho	8.6	8.3	7.2	6.4	5.2	4.9	5.0	5.2	4.6	4.1	4.7	6.1	5.9
Illinois	5.8	5.7	6.0	5.2	4.7	6.0	5.1	4.6	5.7	5.5	5.5	6.2	5.5
Indiana	6.4	6.5	5.8	5.7	5.1	5.9	6.5	6.6	6.1	6.6	7.0	7.7	6.3
Iowa	5.6	4.9	4.4	3.8	2.9	3.3	3.5	3.3	3.2	3.4	4.1	4.2	3.9
Kansas	3.9	3.2	2.9	2.9	2.9	3.6	3.9	3.6	3.4	2.9	3.0	3.6	3.3
Kentucky	7.3	6.7	5.5	4.7	4.2	4.8	5.5	5.7	5.3	5.7	5.6	5.8	5.6
Louisiana	7.1	6.1	5.6	5.5	5.4	6.8	6.8	6.6	6.6	6.9	7.1	6.2	6.4
Maine	7.5	7.8	7.5	6.9	6.7	6.8	8.6	6.0	5.8	6.2	6.3	7.0	6.9
Maryland	6.4	7.2	6.1	5.4	5.0	5.8	5.9	6.2	5.5	5.6	5.9	6.4	5.9
Massachusetts	7.6	6.6	6.7	5.3	5.0	5.1	5.0	4.7	6.4	4.4	4.8	5.1	5.5
Michigan	8.0	8.2	7.9	8.6	7.2	7.2	7.7	7.5	7.2	7.3	7.9	8.5	7.8
Minnesota	5.1	4.7	4.4	4.0	3.9	3.8	3.6	3.4	3.4	3.6	4.3	4.9	4.1
Mississippi	6.9	6.9	6.2	5.5	5.2	6.2	5.8	5.4	5.3	5.3	5.9	6.2	5.9
Missouri	5.8	5.2	4.2	3.8	3.6	4.1	4.3	4.7	4.5	4.5	4.7	4.8	4.5
Montana	8.0	6.2	5.4	5.0	4.2	4.5	4.3	4.2	3.9	4.1	5.1	5.2	5.0
Nebraska	3.7	3.1	2.6	2.4	2.5	3.3	2.9	2.9	3.6	3.3	3.2	3.7	3.1
Nevada	5.2	5.3	5.3	5.2	5.0	5.8	5.4	4.9	4.6	4.7	4.7	5.0	5.1
New Hampshire	3.5	3.3	3.3	3.6	3.1	3.5	3.7	2.6	2.4	2.5	2.7	3.9	3.2
New Jersey	7.5	8.3	7.2	5.7	7.1	7.1	7.9	7.2	6.2	6.3	6.6	6.0	6.9
New Mexico	7.0	6.7	6.1	5.7	5.5	6.4	6.2	6.1	6.5	6.9	7.0	6.6	6.4
New York	7.7	7.4	7.7	6.7	5.9	6.9	7.4	7.3	7.5	7.1	6.9	7.0	7.1
North Carolina	4.9	5.0	4.8	4.4	4.5	5.0	5.6	4.7	4.6	4.5	4.4	4.8	4.8
North Dakota	6.1	6.0	5.0	4.6	3.8	3.5	3.0	2.5	2.4	2.3	3.3	3.9	3.9
Ohio	6.6	6.5	6.0	5.6	4.9	5.8	6.6	6.9	5.4	5.9	5.3	5.2	5.9
Oklahoma	4.2	4.2	3.6	3.6	3.1	3.5	3.6	3.3	3.2	3.3	3.4	3.5	3.5
Oregon	8.3	7.9	7.4	7.1	6.7	6.4	6.6	6.4	6.1	6.3	7.1	7.6	7.0
Pennsylvania	7.1	7.5	7.8	6.2	5.6	7.2	6.3	7.0	6.7	7.9	6.9	6.6	6.9
Rhode Island	7.3	8.0	7.4	7.0	6.2	7.1	7.1	5.9	5.0	5.1	5.2	6.6	6.5
South Carolina	5.2	5.3	5.4	5.2	5.4	5.6	4.9	4.8	4.6	4.7	4.9	4.9	5.1
South Dakota	4.9	3.9	3.8	3.6	2.9	3.9	3.0	2.6	2.4	2.4	2.8	3.9	3.3
Tennessee	7.2	6.4	5.2	4.6	4.8	5.8	6.8	5.8	5.9	5.9	6.2	6.1	5.9
Texas	4.4	4.5	3.8	3.9	4.2	4.8	4.7	4.6	4.0	3.8	4.3	3.6	4.2
Utah	4.9	4.5	3.8	3.4	3.2	3.9	3.8	3.8	4.1	4.3	4.6	4.3	4.1
Vermont	6.1	7.1	6.3	6.4	5.1	5.0	4.6	4.2	4.1	4.0	5.0	5.2	5.3
Virginia	5.5	6.4	5.5	4.6	4.3	4.9	4.7	4.5	4.4	4.5	4.7	5.0	4.9
Washington	8.1	7.9	7.8	7.4	6.6	6.7	6.3	5.8	5.7	5.9	6.1	7.3	6.8
West Virginia	8.6	8.9	7.1	6.6	5.7	5.8	6.5	5.5	5.7	6.4	6.8	7.4	6.8
Wisconsin	5.6	5.1	4.6	4.3	3.6	4.2	4.9	4.2	3.9	3.9	4.7	4.9	4.5
Wyoming	3.8	3.3	3.0	2.8	2.2	2.5	2.4	2.4	2.3	2.2	3.0	3.2	2.8
U.S. TOTAL	6.6	6.4	6.0	5.5	5.1	5.8	5.9	5.7	5.6	5.6	5.6	5.8	5.8

Appendix E

RECRUITING AND ADVERTISING EXPENDITURES

Table E.1

Numbers of Army Recruiters by AFEES and Month for 1978 and 1979

Location	1978												1979												
	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	TOTAL
Albany, NY	43	40	39	41	40	40	38	40	38	39	39	41	42	43	43	47	47	51	47	46	46	47	48	47	1032
Baltimore, MD	114	116	108	108	110	104	105	104	105	107	110	109	111	115	118	123	123	133	128	128	131	125	125	126	2786
Beckley, WV	33	32	32	33	32	28	28	28	26	28	28	30	32	31	31	33	33	34	35	32	33	32	36	35	755
Boston, MA	116	113	106	111	112	106	111	116	111	106	106	100	104	109	107	109	109	116	117	117	111	108	110	114	2645
Buffalo, NY	60	59	58	59	60	63	62	59	62	65	72	69	70	70	70	71	71	69	71	71	70	71	71	70	1593
Cincinnati, OH	72	70	67	63	64	59	59	58	57	55	58	55	56	61	60	64	64	62	64	64	62	66	69	70	1499
Cleveland, OH	123	122	118	123	124	118	120	126	132	125	127	127	112	129	126	123	123	130	133	133	121	113	119	130	2977
Columbus, OH	71	67	64	70	71	71	71	67	64	67	63	59	70	73	75	71	71	72	76	77	81	85	82	84	1722
Harrisburg, PA	42	42	42	46	45	45	45	45	42	43	41	41	44	43	44	45	45	48	49	48	46	47	45	46	1069
Louisville, KY	53	53	57	57	54	58	59	59	62	63	63	55	57	57	58	57	57	61	62	63	61	54	57	56	1393
Manchester, NH	31	30	29	31	30	29	28	27	29	29	29	31	32	31	32	33	33	37	37	35	34	37	37	36	767
Newark, NJ	102	100	95	98	94	99	101	101	103	99	100	97	111	105	106	112	112	119	116	113	113	114	109	110	2529
New Haven, CT	37	37	36	37	37	36	37	36	37	37	39	39	37	37	37	37	37	40	41	40	41	38	36	38	904
Philadelphia, PA	117	115	110	108	110	109	111	117	117	108	105	108	105	108	110	114	114	129	128	125	122	128	118	114	2750
Pittsburgh, PA	76	75	73	72	78	75	78	78	75	74	73	72	78	81	84	84	84	87	85	87	87	85	81	83	1905
Portland, ME	31	31	31	32	31	31	29	28	30	29	31	31	33	31	31	33	33	38	39	36	36	38	38	36	787
Richmond, VA	66	67	65	67	68	67	67	67	67	66	66	67	63	64	64	65	65	66	66	69	50	53	58	60	1543
Springfield, MA	36	37	35	37	36	36	36	36	36	37	39	39	36	36	36	37	37	40	40	40	41	37	35	38	893
Syracuse, NY	56	52	56	57	57	52	52	55	58	59	57	57	54	56	57	58	58	54	65	63	66	63	60	61	1383
Wilkes-Barre, PA	40	40	40	44	43	43	43	44	40	41	40	40	42	42	42	43	43	47	48	46	45	46	44	45	1031
Fort Hamilton, NY	160	157	157	148	152	151	156	154	140	141	141	137	144	142	144	154	154	176	182	176	168	166	164	156	3720
Atlanta, GA	71	69	71	68	71	72	72	72	67	67	67	67	66	67	66	65	65	61	67	70	62	53	58	60	1594
Charlotte, NC	59	59	58	56	56	55	56	57	57	58	58	59	50	44	46	48	48	37	53	49	56	62	61	61	1303
Coral Gables, FL	49	49	51	51	50	51	53	53	53	53	49	50	51	48	50	51	51	52	51	52	54	49	48	48	1217
Fort Jackson, SC	58	57	57	55	58	59	59	61	61	60	57	57	55	59	60	59	59	63	64	64	62	46	49	53	1392
Jackson, MS	26	25	24	26	27	25	26	25	27	26	26	27	27	26	26	27	27	29	30	28	27	28	28	27	640
Jacksonville, FL	88	90	88	93	94	96	98	96	97	94	91	93	89	90	95	98	98	101	96	86	90	89	92	85	2227
Knoxville, TN	40	40	40	39	38	39	38	37	37	35	40	41	39	39	38	37	37	40	38	37	38	38	36	38	919
Memphis, TN	37	37	35	37	39	37	37	37	38	37	38	38	38	38	38	40	40	42	44	41	40	41	40	40	929
Montgomery, AL	67	67	67	69	69	65	67	69	68	68	67	67	71	67	68	70	70	67	74	73	43	47	60	63	1583
Nashville, TN	35	34	34	34	33	33	33	33	33	32	34	35	34	34	33	32	32	35	34	32	30	31	31	32	793
Raleigh, NC	48	49	48	42	43	43	45	43	42	44	43	42	43	43	43	46	46	47	48	46	45	34	45	44	1062
San Juan, PR	40	41	40	39	42	41	38	39	39	39	39	38	40	40	39	39	39	35	36	37	40	39	35	37	931
Albuquerque, NM	21	22	23	24	25	24	24	24	24	22	22	21	24	22	22	23	23	28	26	28	27	26	28	28	581
Amarillo, TX	13	14	13	15	15	16	16	15	15	14	13	13	15	14	14	15	15	15	16	16	17	17	16	17	359
Dallas, TX	81	81	82	80	80	78	81	80	74	84	73	80	75	70	73	76	76	86	87	81	86	90	90	90	1934
El Paso, TX	27	28	29	30	32	31	30	30	30	28	27	26	30	27	27	29	29	35	33	36	34	33	35	36	732
Houston, TX	62	68	65	64	67	69	70	67	69	66	64	66	56	64	60	67	67	79	80	84	72	71	72	76	1645
Little Rock, AR	36	34	32	32	31	29	29	30	31	31	31	31	33	33	33	32	32	37	36	36	36	33	34	35	787
New Orleans, LA	49	45	42	43	40	42	40	40	44	47	44	38	46	43	43	43	43	49	52	51	52	50	51	51	1088
Oklahoma City, OK	47	47	47	49	51	56	56	54	51	48	48	47	50	51	51	54	54	51	53	52	54	58	57	56	1242
San Antonio, TX	68	67	65	65	65	68	66	71	65	65	64	62	63	64	62	63	63	71	71	66	74	66	67	63	1584
Shreveport, LA	32	30	28	29	28	25	26	27	28	28	28	28	29	29	29	29	29	32	31	32	31	30	31	31	700
Chicago, IL	233	225	228	233	237	239	228	217	211	215	214	212	224	219	214	209	218	210	215	217	198	199	205	206	5226
Denver, CO	61	65	68	68	69	72	73	66	65	57	56	60	65	70	71	73	73	85	86	88	84	74	77	84	1710
Des Moines, IA	74	74	74	74	70	73	74	68	67	69	74	77	69	70	69	67	67	74	78	77	77	79	85	89	1769
Detroit, MI (Continued)	210	206	211	212	203	193	192	191	188	188	188	184	192	191	190	185	195	203	206	201	197	196	207	199	4728

Table E.1—continued

Location	1978 Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	1979 Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	TOTAL
(Continued)																									
Fargo, ND	19	20	19	19	25	25	24	23	23	24	24	24	24	22	22	24	24	24	24	22	21	20	20	21	537
Indianapolis, IN	91	91	89	92	92	84	85	80	83	80	84	85	89	83	85	90	90	89	89	91	90	90	95	95	2112
Kansas City, KS	92	93	92	90	95	93	91	86	81	82	85	86	84	86	86	85	85	97	99	97	95	92	92	93	2157
Milwaukee, WI	95	95	93	93	96	93	93	89	91	88	89	88	85	83	86	89	89	97	89	90	92	92	94	92	2181
Minneapolis, MN	126	129	127	126	108	103	98	100	97	98	89	88	101	97	99	108	108	120	121	117	123	123	117	118	2641
Omaha, NE	31	33	32	33	43	42	43	39	39	40	42	41	41	39	39	40	40	41	41	38	36	35	33	36	917
Sioux Falls, SD	20	21	21	21	28	27	28	25	25	26	27	26	27	25	25	26	26	27	27	24	23	22	21	23	591
St Louis, MO	122	125	125	122	116	113	113	115	117	116	122	119	111	105	106	111	111	121	114	111	108	104	101	103	2731
Boise, ID	15	15	15	16	15	16	16	16	16	16	16	15	14	14	14	15	15	16	14	15	15	15	16	16	366
Butte, MT	18	17	17	19	19	18	19	19	20	18	18	18	17	17	18	17	17	19	18	18	18	19	19	19	436
Salt Lake City, UT	23	22	22	24	24	23	24	24	25	23	23	23	22	22	23	22	22	25	23	23	23	24	24	25	558
Fresno, CA	37	37	34	34	36	37	34	36	43	49	48	51	52	47	50	51	51	58	60	52	56	57	57	59	1126
Los Angeles, CA	234	214	212	216	216	234	226	238	228	231	225	221	245	239	249	268	268	294	303	287	286	289	279	272	5974
Oakland, CA	133	119	124	134	143	140	126	131	118	117	116	123	131	129	135	151	151	175	181	166	173	176	159	161	3412
Phoenix, AZ	53	54	52	52	58	60	61	61	61	61	61	58	59	59	60	62	62	66	63	63	59	63	69	57	1434
Portland, OR	57	63	70	66	64	60	61	63	61	63	60	60	57	60	59	62	62	67	69	73	68	67	60	70	1522
Seattle, WA	64	63	58	62	62	61	68	57	57	61	57	57	57	59	62	60	60	68	68	64	64	60	60	62	1471
Spokane, WA	34	34	31	34	33	33	37	31	31	33	30	30	31	32	33	33	33	37	37	35	34	32	32	33	793
Anchorage, AK	3	3	4	3	4	4	4	4	4	4	4	5	4	5	5	5	5	5	5	5	5	5	5	5	105
Honolulu, HA	12	13	14	13	14	16	16	16	16	15	14	18	17	18	18	19	20	19	20	20	20	21	21	19	409
Guam	6	6	6	6	7	7	8	7	7	7	7	8	8	8	8	9	9	9	9	9	9	10	10	9	189

Table E.2

Numbers of Navy Recruiters by AFEES and Month for 1978 and 1979

	1978												1979												
Location	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	TOTAL
Albany, NY	30	31	31	32	31	31	31	31	31	30	29	30	29	29	29	29	29	29	30	32	32	32	32	33	733
Baltimore, MD	72	71	72	74	71	72	71	73	74	72	71	73	67	67	76	82	82	88	93	96	99	100	101	96	1913
Beckley, WV	18	17	18	20	20	19	18	19	18	18	19	19	20	19	19	21	20	21	21	21	22	23	23	23	476
Boston, MA	79	78	79	79	77	77	77	77	77	75	74	76	77	76	78	81	84	87	90	93	92	91	93	90	1957
Buffalo, NY	63	61	60	58	58	57	58	59	54	56	55	56	52	52	53	54	56	57	58	65	68	66	68	69	1413
Cincinnati, OH	45	46	42	43	43	43	43	42	42	43	42	42	44	46	48	48	50	51	50	50	52	51	51	52	1109
Cleveland, OH	90	89	85	86	92	96	93	93	93	86	85	82	79	78	77	78	85	84	78	78	77	77	82	83	2026
Columbus, OH	50	50	47	48	47	47	47	46	47	48	46	46	48	51	54	54	56	56	55	56	58	57	56	57	1227
Harrisburg, PA	33	33	32	33	33	33	33	31	28	31	32	31	30	29	30	31	31	31	31	30	35	33	36	36	766
Louisville, KY	35	35	35	39	39	39	37	38	37	37	38	39	39	37	38	41	41	42	41	41	44	45	46	45	948
Manchester, NH	17	17	17	17	16	17	16	17	16	16	16	16	16	16	17	17	18	19	19	20	20	19	20	19	418
Newark, NJ	85	85	81	84	82	80	77	80	79	81	81	86	84	81	79	81	85	86	87	85	90	89	88	89	2005
New Haven, CT	33	34	34	35	35	35	35	34	34	34	33	33	32	32	32	33	33	32	34	36	36	35	36	37	817
Philadelphia, PA	109	108	108	108	103	103	103	100	102	104	98	99	101	92	93	98	97	97	101	103	103	111	105	107	2453
Pittsburgh, PA	73	71	69	69	65	68	69	69	67	65	67	66	68	69	67	66	64	67	67	73	77	83	90	90	1699
Portland, ME	22	21	22	22	21	21	21	21	21	20	20	21	21	21	21	22	23	24	24	25	25	25	25	24	533
Richmond, VA	49	47	49	48	50	52	50	54	59	55	55	55	54	55	55	55	61	64	66	53	70	69	69	71	1365
Springfield, MA	36	37	37	38	37	37	37	37	37	36	35	35	34	34	34	35	35	35	36	38	38	38	38	39	873
Syracuse, NY	48	46	46	45	44	44	44	45	42	42	42	42	40	39	40	41	43	44	45	50	52	50	52	53	1079
Wilkes-Barre, PA	31	31	31	32	32	31	31	29	27	29	30	29	29	27	28	29	29	30	30	29	33	32	34	35	728
Fort Hamilton, NY	119	116	111	109	108	105	106	106	104	103	102	102	102	101	100	96	93	92	93	96	90	96	101	103	2454
Atlanta, GA	69	72	73	72	76	75	75	78	76	74	73	72	71	70	76	79	82	78	79	81	82	80	80	81	1824
Charlotte, NC	35	36	37	41	39	38	37	39	36	34	35	35	39	38	38	39	43	39	39	37	40	38	41	42	916
Coral Gables, FL	47	49	55	61	59	59	59	61	61	59	61	61	61	61	62	65	62	62	63	66	59	60	61	61	1435
Fort Jackson, SC	49	50	50	56	55	54	52	50	55	53	57	56	57	56	57	57	60	58	60	58	60	62	61	59	1342
Jackson, MS	23	24	23	24	23	24	24	24	26	25	26	23	26	24	24	24	24	25	25	26	27	27	27	26	594
Jacksonville, FL	84	84	91	98	99	102	104	106	101	104	105	108	107	109	110	115	114	114	115	12'	124	125	126	126	2592
Knoxville, TN	35	32	36	34	35	34	33	32	31	31	33	31	33	33	35	35	35	34	35	36	38	37	37	37	822
Memphis, TN	35	38	36	37	35	36	36	38	39	39	41	36	39	36	36	38	38	38	38	39	42	42	42	41	915
Montgomery, AL	49	50	58	66	64	66	65	69	67	65	68	66	62	66	66	69	67	67	66	65	66	68	68	71	1554
Nashville, TN	37	33	37	35	36	35	34	33	32	33	34	33	34	34	36	36	36	36	37	38	40	39	38	39	855
Raleigh, NC	31	31	32	35	33	33	33	33	32	29	31	31	34	33	33	34	37	33	33	33	34	34	36	36	794
San Juan, PR	12	12	12	12	12	12	12	12	12	12	12	12	12	12	12	12	12	12	12	12	12	12	12	12	288
Albuquerque, NM	16	16	17	16	16	16	17	15	17	16	15	15	15	15	15	16	17	17	17	19	19	20	20	20	402
Amarillo, TX	14	15	15	15	15	15	15	14	16	14	14	14	14	13	13	14	15	15	16	17	17	18	18	19	365
Dallas, TX	68	66	66	71	72	71	68	71	73	75	74	71	70	67	70	74	73	73	78	81	78	75	73	78	1736
El Paso, TX	17	18	18	18	18	18	18	17	19	18	17	17	17	16	16	18	18	19	20	21	21	22	23	23	447
Houston, TX	54	54	55	55	55	56	56	55	56	56	55	54	54	53	52	55	57	56	56	61	61	67	67	70	1370
Little Rock, AR	24	23	22	22	23	22	22	23	23	24	25	25	26	25	27	25	25	26	27	29	33	36	36	35	628
New Orleans, LA	28	29	27	29	29	31	31	33	35	39	40	39	41	41	38	39	39	39	39	40	39	43	43	43	874
Oklahoma City, OK	45	45	43	42	44	44	45	45	44	42	41	47	41	41	43	44	47	45	43	43	47	44	46	40	1051
San Antonio, TX	57	56	56	53	55	54	53	53	53	54	55	48	48	50	50	51	51	55	58	57	56	57	55	56	1291
Shreveport, LA	21	20	20	20	20	20	20	21	21	21	23	22	23	23	24	22	23	23	25	27	30	32	32	31	564
Chicago, IL	122	115	115	112	112	112	108	108	109	106	106	105	106	107	105	103	103	107	108	111	115	116	123	121	2655
Denver, CO	65	66	64	62	63	67	62	61	60	60	59	58	56	59	59	69	70	69	73	71	75	79	76	75	1578
Des Moines, IA	54	52	48	46	47	44	45	47	49	50	54	53	50	50	51	48	47	48	53	59	62	64	65	66	1252
Detroit, MI (Continued)	134	134	134	148	145	144	141	140	135	141	141	137	133	135	134	134	131	134	135	140	142	136	143	138	3309

Table E.2—continued

Location	1978												1979												TOTAL
	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	
(Continued)																									
Fargo, ND	16	16	15	15	15	14	13	13	14	13	13	13	14	14	14	15	16	17	17	18	19	21	21	20	376
Indianapolis, IN	60	60	61	61	60	61	62	65	61	61	63	63	64	61	62	63	67	66	67	71	78	77	79	74	1567
Kansas City, KS	69	69	69	79	78	77	78	79	76	75	72	72	70	70	72	65	67	67	66	64	69	69	72	74	1718
Milwaukee, WI	49	50	49	56	51	52	52	52	61	56	54	54	53	55	53	54	56	59	59	60	60	56	57	58	1316
Minneapolis, MN	73	72	71	71	71	72	71	71	72	68	65	65	65	65	67	69	74	77	78	83	85	81	81	82	1749
Omaha, NE	25	25	24	24	23	22	21	20	21	21	20	21	22	21	22	24	25	27	27	28	29	32	33	31	588
Sioux Falls, SD	16	16	16	15	15	14	14	13	14	14	13	14	14	14	14	15	16	17	17	18	19	21	21	20	380
St. Louis, MO	80	82	82	79	81	81	81	86	83	75	74	75	77	73	75	77	75	81	77	84	85	86	86	82	1917
Boise, ID	11	10	10	10	10	10	10	10	10	9	10	10	10	10	10	10	10	10	10	10	11	11	11	10	243
Butte, MT	17	17	17	17	16	17	16	16	17	16	16	16	17	16	16	17	17	17	18	18	18	18	18	17	405
Salt Lake City, UT	40	38	35	36	35	37	37	37	37	34	35	35	36	37	36	37	37	35	38	37	39	38	40	37	883
Fresno, CA	28	28	27	26	26	27	26	25	25	24	24	24	26	26	26	27	30	31	32	33	33	33	33	32	672
Los Angeles, CA	163	163	162	161	163	162	160	164	163	161	158	157	161	160	162	165	170	176	177	188	185	187	186	176	4030
Oakland, CA	129	127	124	122	121	123	121	115	116	105	105	105	113	113	113	120	135	138	145	149	151	146	149	144	3029
Phoenix, AZ	72	72	73	73	72	74	74	76	78	74	75	77	77	78	79	81	79	80	85	85	87	86	84	84	1875
Portland, OR	52	49	46	46	45	47	47	48	48	44	45	46	46	48	46	47	47	46	49	48	51	50	51	48	1140
Seattle, WA	50	49	49	50	47	49	47	48	49	47	48	47	49	48	48	50	51	51	52	53	52	54	53	49	1190
Spokane, WA	24	23	23	24	22	23	22	23	23	22	23	22	23	23	23	24	24	24	25	25	25	26	25	23	564
Anchorage, AK	5	5	5	5	5	5	4	5	5	4	4	4	5	4	5	5	5	5	5	5	5	5	5	5	115
Honolulu, HA	10	10	10	10	10	10	10	10	10	14	14	14	14	14	14	14	14	14	14	14	14	17	17	17	309

Table E.3

Navy Local Advertising Expenditures by AFEES and Quarter, 1978 and 1979

	1978					1979				
Location	1st	2nd	3rd	4th	Total	1st	2nd	3rd	4th	Total
Albany, NY	1522	2917	3392	1755	9586	2221	4795	3557	3975	14548
Baltimore, MD	7564	7588	8225	9106	32483	7526	6982	8407	13256	36171
Beckley, WV	1246	2827	2946	2231	9250	1436	2151	2638	2529	8754
Boston, MA	5404	5473	9811	5993	26681	8315	9710	9344	10184	37553
Buffalo, NY	1721	5135	7531	4336	18723	9086	7053	10524	5042	31705
Cincinnati, OH	3817	4154	5205	5534	18710	4256	3999	2941	6114	17310
Cleveland, OH	10966	4848	14926	6411	37151	11028	9682	9512	10073	40295
Columbus, OH	4212	4585	5745	6107	20649	4697	4414	3247	6748	19106
Harrisburg, PA	3635	1496	6775	3399	15305	1286	1287	913	1498	4984
Louisville, KY	2497	5664	5902	4471	18534	2877	4309	5286	5067	17539
Manchester, NH	1157	1172	2100	1283	5712	1780	2079	2000	2180	8039
Newark, NJ	6202	9835	1745	4446	22228	10513	7102	5800	4616	28031
New Haven, CT	1683	3224	3749	1940	10596	2455	5299	3932	4393	16079
Philadelphia, PA	16452	5595	8403	7388	37838	5162	3623	5676	7688	22149
Pittsburgh, PA	6996	11153	11393	5574	35116	10789	10561	10877	9761	41988
Portland, ME	1463	1482	2656	1622	7223	2251	2629	2530	2757	10167
Richmond, VA	1188	1729	11313	5849	20079	4570	4301	6393	9111	24375
Springfield, MA	1814	3476	4042	2092	11424	2647	5713	4239	4737	17336
Syracuse, NY	1317	3929	5763	3318	14327	6952	5397	8053	3858	24260
Wilkes-Barre, PA	3473	1430	6473	3248	14624	1228	1229	872	1432	4761
Fort Hamilton, NY	7580	1890	11700	6372	27542	11575	5992	6170	8609	32346
Atlanta, GA	4603	8990	12001	4283	29877	8294	1201	14140	7118	30753
Charlotte, NC	3062	3599	3212	2905	12778	3439	3080	5838	2775	15132
Coral Gables, FL	5501	3972	5083	2868	17424	5899	4127	4625	9884	24535
Fort Jackson, SC	6987	2772	5901	3659	19319	6026	5140	4332	6211	21709
Jackson, MS	2185	3291	2890	1306	9672	2917	2111	3412	1746	10186
Jacksonville, FL	13394	5488	10077	5200	34159	6660	7959	8483	11088	34190
Knoxville, TN	2788	2911	2418	4299	12416	3393	1228	5073	3606	13300
Memphis, TN	3360	5058	4442	2007	14867	4484	3245	5244	2683	15656
Montgomery, AL	6266	4464	6119	3202	20051	6949	5780	4897	6020	23646
Nashville, TN	2921	3050	2533	4504	13008	3555	1287	5313	3778	13933
Raleigh, NC	2658	3125	2790	2522	11095	2987	2674	5070	2409	13140
San Juan, PR	2039	692	1455	730	4916	749	1140	1196	1241	4326
Albuquerque, NM	2366	1818	1243	4181	9608	999	990	818	1977	4784
Amarillo, TX	2155	1656	1132	3808	8751	910	901	745	1801	4357
Dallas, TX	8466	6651	10202	13281	38600	3240	4463	5494	5702	18899
El Paso, TX	2645	2033	1390	4675	10743	1117	1107	915	2211	5350
Houston, TX	7580	3598	7364	9302	27844	3873	3012	2811	4669	14365
Little Rock, AR	3955	3396	2415	740	10506	4184	2763	3754	2786	13487
New Orleans, LA	4054	3727	3955	1682	13418	2103	2432	3384	2491	10410
Oklahoma City, OK	6564	6333	1564	2766	17227	5408	5152	4984	3965	19509
San Antonio, TX	3585	4716	5933	2905	17139	5203	8412	4560	4124	22299
Shreveport, LA	3578	3073	2186	669	9506	3786	2500	3397	2521	12204
Chicago, IL	15368	9150	13813	7527	45858	10821	3239	3108	9743	26911
Denver, CO	6690	8638	11433	6944	33705	6749	6249	9016	6178	28192
Des Moines, IA	4769	3020	3398	2033	13220	4975	5796	3432	3640	17843
Detroit, MI	7434	4925	12246	16462	41067	8722	11910	13573	18324	52529

(Continued)

Table E.3—continued

Location	1978					1979				
	1st	2nd	3rd	4th	Total	1st	2nd	3rd	4th	Total
(Continued)										
Fargo, ND	2100	1247	1732	1718	6797	2379	1399	903	2505	7186
Indianapolis, IN	6482	4830	12486	8015	31813	4699	6855	9905	4511	25970
Kansas City, KS	6717	5897	8011	4260	24885	5873	8454	13803	6695	34825
Milwaukee, WI	8084	5899	9522	4525	28030	4661	3886	8226	7331	24104
Minneapolis, MN	8820	8857	8948	6484	33109	5578	6393	2112	6707	20790
Omaha, NE	3263	1937	2691	2668	10559	3696	2173	1403	3891	11163
Sioux Falls, SD	2107	1251	1737	1723	6818	2387	1403	906	2513	7209
St. Louis, MO	4757	5246	8745	7066	25814	6839	9115	5539	9547	31040
Boise, ID	2826	466	546	1397	5235	545	1077	1050	663	3335
Butte, MT	1288	2403	3469	1067	8227	958	1766	2780	1034	6538
Salt Lake City, UT	10254	1693	1980	5070	18997	1977	3910	3810	2406	12103
Fresno, CA	1796	3101	3439	1643	9979	2332	2855	995	1158	7340
Los Angeles, CA	11833	15240	21521	18002	66596	17418	17532	15014	9595	59559
Oakland, CA	8318	14358	15925	7607	46208	10799	13219	4608	5363	33989
Phoenix, AZ	8313	5248	8041	6804	28406	9687	2339	3449	7196	22671
Portland, OR	13321	2199	2572	6587	24679	2568	5079	4949	3126	15722
Seattle, WA	3776	7044	10168	3127	24115	2808	5175	8148	3032	19163
Spokane, WA	1797	3353	4841	1489	11480	1337	2464	3879	1443	9123
Anchorage, AK	357	666	961	296	2280	265	489	770	286	1810
Honolulu, HA	661	1141	1266	605	3673	858	1051	366	426	2701

Appendix F

STATISTICAL MODEL FOR ANALYZING ENLISTMENT RESPONSES

The statistical analyses reported in this study are based on the assumptions that (i) the enlistment options have multiplicative effects on the enlistment responses, and (ii) the monthly enlistment counts in any region can be treated as independent Poisson-distributed random variables. The second assumption is consistent with the hypothesis that occurrences of enlistments in any region follow a nonhomogeneous (or time-dependent) Poisson process as defined, for example, by Parzen (1962) or Cox and Lewis (1966).

Let $n(t)$ be the count of enlistments in some region up to time t. Sufficient conditions for establishing that the counts $\{n(t), t \geq 0\}$ follow a nonhomogeneous Poisson process are:

(a) The probability of a single occurrence during the time interval $(t, t + h)$ is $h\lambda(t) + o(h)$[1];
(b) The probability of two or more occurrences during $(t, t + h)$ is $o(h)$;
(c) The probability of an occurrence during $(t, t + h)$ does not depend on the number and timing of occurrences up to time t.

The function $\lambda(t)$ in (a) is called the "intensity function" of the process. Under assumptions (a)-(c), the counts $n(t)$ have Poisson distributions, and the mean value function of the process is given by

$$m(t) = E[n(t)] = \int_0^t \lambda(s)ds.$$

For convenience below, we shall suppose that time is measured in months and that $t = 0$ at the beginning of 1978. Let $n_i(t)$ denote the number of enlistments in the i^{th} AFEES up to time t, and let $\lambda_i(t)$ and $m_i(t)$ denote the corresponding intensity and mean value functions. Also, let $y_{it} = n_i(t) - n_i(t - 1)$ denote the number of enlistments during the t^{th} month, so that y_{it} has a Poisson distribution with mean

$$\lambda_{it} = m_i(t) - m_i(t - 1) = \int_{t-1}^t \lambda_i(s)ds.$$

Note that λ_{it} is the mean value (in the calculus sense) of the intensity function over the interval $(t - 1, t)$.

The analogous counts and parameters for the test areas will be denoted by capital letters. Thus, $N_k(t)$ will denote the number of enlistments in the k^{th} test area up to time t. The intensity and mean value functions of the process $\{N_k(t), t \geq 0\}$ will be denoted by $\Lambda_k(t)$ and $M_k(t)$. These functions satisfy

[1]The symbol $o(h)$ is standard notation for any real-valued function of h such that $o(h)/h \to 0$ as $h \to 0$. For a proof that these conditions define a Poisson process, see Chiang (1968, p. 48) or Hodges and LeCam (1960).

$$\Lambda_k(t) = \Sigma \lambda_i(t)$$
$$M_k(t) = \Sigma m_i(t)$$

where the sums are over the set of indices i corresponding to AFEES in the k^{th} test area. Similarly, Y_{kt} will denote the count of enlistments during the t^{th} month in the k^{th} test area, and Λ_{kt} will denote its mean.

We shall assume that the enlistment packages have the same multiplicative effect on the intensity functions for all AFEES in the same test area. The effect of the incentives in the k^{th} test area at time t can be defined in terms of the ratio

$$\rho_k(t) = \Lambda_k(t)/L_k(t)$$

where $L_k(t)$ is the hypothetical intensity function of the enlistment process in the absence of the incentives. If we let L_{kt} denote the corresponding hypothetical mean value of Y_{kt} in the absence of the incentives, then the effect of the incentives on Λ_{kt} is reflected by

$$\rho_{kt} = \Lambda_{kt}/L_{kt} = \int_{t-1}^{t} \rho_k(s)L_k(s)ds / \int_{t-1}^{t} L_k(s)ds.$$

Interpreting the ratio of integrals on the right as an expected value with respect to a probability density function proportional to $L_k(t)$, we see that ρ_{kt} represents an average value of $\rho_k(t)$ on $(t-1, t)$.

In considering the problem of estimating the function $\rho_k(t)$ or the parameters ρ_{kt} from the enlistment counts at the AFEES level, we first observe that the enlistment intensities $\lambda_i(t)$ for the individual AFEES will depend on numerous factors including (i) local, regional, and national labor market conditions; (ii) changes in postsecondary educational and vocational opportunities; (iii) levels of recruiting effort and advertising; and (iv) changes in military/civilian wage differentials. Because of the multitude of factors that might affect the local enlistment intensities, and the inherent difficulties of distinguishing effects of changes in local recruiting conditions from changes at the regional and national levels, it is difficult to prescribe a statistical procedure that will permit isolating the effects of the enlistment incentives from the effects of other changes that might affect the recruiting process.

One way around the difficulty is to adopt the assumption that, despite the possible variability in the enlistment intensities at local levels, these differences will approximately balance out when the data are aggregated to the test area level. It will be recalled that, at least in the Army test, the test areas were selected to be "representative" of all AFEES in terms of geographic dispersion and economic characteristics. (See Figs. 2.1 and 2.2 and Table 4.3.) Thus, there is some reason to believe that, in the absence of the incentives, the test areas would experience similar changes in enlistment intensities over time, reflecting changes in the military recruiting environment at the national level.

This formulation can be made explicit by adopting the assumption that the intensity functions for the test areas satisfy

$$\Lambda_k(t) = \theta_k g(t)\rho_k(t)$$

where:

(a) θ_k is the initial value of $\Lambda_k(t)$ at $t = 0$;
(b) $g(t)$ is a function of t only that satisfies $g(0) = 1$ and reflects changes over

time in the enlistment intensities due to changes in unemployment rates, wage rates, recruiting practices, international events, and other factors that affect military recruiting; and

(c) $\rho_k(t)$ is the multiplicative effect at time t of the enlistment incentives in test area k.

If the experimental period is the time interval (t_1, t_2), then it is implicitly assumed that $\rho_k(t) = 1$ for values of t outside this interval.

To estimate the "average value" of $\rho_k(t)$ during the experimental period, one is led to consider the ratio $R_k = T_{k2}/T_{k1}$ where $T_{k2} = N_k(t_2) - N_k(t_1)$ is the total number of enlistments in the k^{th} test area during the experimental period, and $T_{k1} = N_k(t_2 - 12) - N_k(t_1 - 12)$ is the corresponding figure for the previous year. It follows from the assumption above that

$$E(T_{k2}) = \theta_k \int_{t_1}^{t_2} \rho_k(t)g(t)dt = \theta_k \rho_k^* G(t_1, t_2)$$

where

$$G(t_1, t_2) = \int_{t_1}^{t_2} g(t)dt$$

and

$$\rho_k^* = \int_{t_1}^{t_2} \rho_k(t)g(t)dt \,/\, G(t_1, t_2) .$$

Note that ρ_k^* represents an average value of $\rho_k(t)$ in the sense that ρ_k^* is the expected value of $\rho_k(t)$ with respect to the density function $g(t)/G(t_1, t_2)$ on (t_1, t_2). Similarly,

$$E(T_{k1}) = \theta_k G(t_1 - 12, t_2 - 12).$$

Hence, the approximate expected value of $R_k = T_{k2}/T_{k1}$ is

$$E(R_k) \simeq E(T_{k2})/E(T_{k1}) = \rho_k^* G(t_1, t_2)/G(t_1 - 12, t_2 - 12).$$

Since the approximate expectation of the corresponding ratio R_C for the control group has the same form except for the factor ρ_k^*, an approximately unbiased estimator for ρ_k^* is provided by

$$\hat{\rho}_k^* = R_k/R_C.$$

Appendix G presents a formula for the standard error of this estimator.

Although this estimator was derived from some oversimplified assumptions, note that the essence of the derivation is that, in general, R_k is a biased estimator of ρ_k^* because of changes in the overall intensity function in the k^{th} test area due to overall changes in the recruiting environment. The key assumption behind using R_k/R_C to estimate ρ_k^* is that the k^{th} test area and the control area experience approximately the same year-to-year changes (on average) in overall recruiting intensities in the absence of the incentives.

As an alternative formulation to handle the case that the test areas are not representa-

tive of the entire nation, we return to considering the monthly enlistment counts y_{it} for the individual AFEES. By analogy with the previous discussion, it will be assumed that the means of the counts satisfy

$$\lambda_{it} = E(y_{it}) = \theta_{it}\, g_t \exp(\sum_k \beta_{kt}\delta_{kit})$$

where:

(a) the constants g_t reflect changes over time in the enlistment intensities in all AFEES due to changes in the national recruiting environment;
(b) δ_{kit} is an indicator variable having the value one if the i^{th} AFEES belongs to the k^{th} test area during the t^{th} month;
(c) the parameters $\beta_{kt} = \log \rho_{kt}$ are measures of the effects of the incentives;
(d) the factors θ_{it} are as yet unspecified variables reflecting differences across AFEES in enlistment intensities due to differences in population characteristics, as well as changes over time in the intensities due to changes in *local* unemployment rates, wage rates, levels of recruiting effort, seasonal fluctuations, and other factors.

The representation of θ_{it} that is used in the analysis reported in this study is

$$\theta_{it} = \gamma_i \exp(x_{it}'\, \nu)\, h_i(t)$$

where:

(i) the parameters γ_i reflect differences across AFEES in factors related to recruiting performances (such as population sizes and attitudes toward military service) that remain relatively stable over time;
(ii) x_{it} is a $p \times 1$ vector of characteristics of the i^{th} AFEES at time t, namely, the logarithms of the unemployment rate, wage rate, number of recruiters, and local advertising expenditures (if available);
(iii) ν is an unknown $p \times 1$ vector of parameters;
(iv) $h_i(t)$ is a function measuring the effects of seasonal factors at the i^{th} AFEES.

The only assumption about the function $h_i(t)$ used below is that $h_i(t) = h_i(t - 12)$, i.e., the multiplicative effects at the local level due to seasonal factors (excluding those associated with changes in local unemployment and wage rates) remain the same from year to year.

Substituting the above representations of θ_{it} into the previous expression for λ_{it} leads to an unwieldy expression for $E(y_{it})$. However, it will be seen below that the logarithms of the year-to-year ratios

$$r_{it} = y_{it}/y_{i,t-12}$$

have a simple mean structure. We begin by using a result of Cox (1955) to the effect that, if $y \sim$ Poisson(λ), where $\lambda > 2$ and $y^* = y + \frac{1}{2}$, then $E(\log y^*) \simeq \log \lambda$ and $\mathrm{Var}(\log y^*) \simeq 1/\lambda$; moreover, $1/y^*$ is approximately unbiased for $\mathrm{Var}(\log y^*)$. This result permits transforming the Poisson counts y_{it}, which have a multiplicative mean structure, to random variables that have an additive mean structure. For large values of λ (say, $\lambda > 20$) the "½" correction terms can be ignored, as will be done here, except to define $\log y$ and $1/y$ when $y = 0$.

Applying Cox's result to the monthly enlistment counts y_{it}, we obtain

$$E(\log y_{it}) \simeq \log \gamma_i + x_{it}' \nu + \log h_i(t) + \log g_t + \Sigma \beta_{kt}\delta_{kit}$$

and

$$\mathrm{Var}(\log y_{it}) \simeq 1/\lambda_{it}.$$

Hence,

$$E(\log r_{it}) = E(\log y_{it} - \log y_{i,t-12}) \simeq (x_{it} - x_{i,t-12})' \nu + \alpha_t + \Sigma \beta_{kt}\delta_{kit}$$

where $\alpha_t = \log g_t - \log g_{t-12}$. Also,

$$\mathrm{Var}(\log r_{it}) \simeq 1/\lambda_{it} + 1/\lambda_{i,t-12},$$

which can be estimated by

$$v_{it} = 1/y_{it} + 1/y_{i,t-12}.$$

Under the assumption that the effects β_{kt} are constant during the experimental period, these effects as well as the parameters α_t and ν can be estimated by weighted least squares using the values of $\log r_{it}$ as the dependent variable and the reciprocals of the estimated variances as weights. This is the method that is used in estimating the effects of the enlistment packages to allow for changes in recruiting conditions at the AFEES level.

Appendix G

CALCULATION OF STANDARD ERRORS OF RATIOS OF ENLISTMENT COUNTS

This appendix provides formulas for calculating standard errors for ratios of enlistment counts as well as for other statistics derived from these ratios. It is assumed throughout that the occurrences of enlistments within any region follow a nonhomogeneous Poisson process. (See App. F.) This implies that, if X and Y are counts of enlistments in the same region in two disjoint time intervals, then X and Y are independent random variables, and each has a Poisson distribution, i.e.,

$$P(X = k) = e^{-\mu} \mu^k/k! \quad \text{for } k = 0, 1, 2, \ldots,$$

where $\mu = E(X)$.

We begin by deriving standard errors for the ratio $R = Y/X$ and for $Z = 100(R - 1)$, the percent increase of Y over X.[1] An approximate formula for Var R, obtained by expanding $f(x,y) = y/x$ in a Taylor series about (μ_x, μ_y) and omitting terms of higher than second order, is

$$\text{Var } R \simeq (\mu_y/\mu_x)^2[\sigma_x^2/\mu_x^2 + \sigma_y^2/\mu_y^2 - 2 \text{ Cov}(X,Y)/\mu_x\mu_y]$$

where $\sigma_x^2 = \text{Var } X$. See Kendall and Stuart (1963, p. 232). Since X and Y are independent and $\sigma_x^2 = \mu_x$, this reduces to

$$\text{Var } R \simeq (\mu_y/\mu_x)^2(1/\mu_x + 1/\mu_y).$$

Estimating μ_x and μ_y by X and Y, respectively, leads to the following formula for the standard error:

$$\text{s.e.}(R) = R(1/X + 1/Y)^{1/2}.$$

Since the goodness of this approximation for Poisson-distributed random variables is open to question, another derivation is provided that is more closely tailored to the applications in this study, where X and Y are comparable counts of enlistments in two successive years (so that $\mu_x \simeq \mu_y$) and the ratios R are close to one. This derivation uses the approximations

$$R - 1 \simeq \log R = \log Y - \log X \simeq \log Y^* - \log X^*$$

where $Y^* = Y + \frac{1}{2}$ and $X^* = X + \frac{1}{2}$. Since Cox (1955, p. 132) showed that an approximately unbiased estimate of $\text{Var}(\log X^*)$ is $1/X^*$, it follows that an alternative formula for the standard error of R for values of R near 1.0 is given by

$$\text{s.e.}(R) = (1/Y^* + 1/X^*)^{1/2}.$$

Since X^* and Y^* can be replaced by X and Y when both values are large, this

[1] For definiteness in defining R when $X = 0$, we shall assume that zero values of X are replaced by $\frac{1}{2}$. Since $P(X = 0) = e^{-\mu}$, zero values of X are extremely unlikely when $\mu > 10$.

formula tends to corroborate the previous formula. The analogous formula for the standard error of $Z = 100(R - 1)$ is

$$\text{s.e.}(Z) = 100(1/Y + 1/X)^{1/2}.$$

If R_1 and R_2 are two independent ratios of the above form, say

$$R_i = Y_i/X_i \quad i = 1, 2,$$

then the standard error of R_2/R_1 can be obtained similarly using the approximation

$$R_2/R_1 - 1 \simeq \log(R_2/R_1) = \log R_2 - \log R_1.$$

This leads to the formula

$$\text{s.e.}(R_2/R_1) = (1/Y_2 + 1/X_2 + 1/Y_1 + 1/X_1)^{1/2}.$$

Appendix H

MODELING FORCE STRUCTURE

This technical appendix describes the construction of the retention models used in Sec. VII. The models are for NPS male Army enlistees who follow a particular enlistment/reenlistment pattern, namely, a three-year initial term of enlistment followed by three-year reenlistments thereafter, through twenty years of service.

Let $R(t)$ be the probability that an enlistee serves at least t years. The graph of $R(t)$, the so-called "retention curve," might look something like Fig. H.1. There are major drops in $R(t)$ at the reenlistment points, while between reenlistment points there are declines due to attrition for various reasons. In estimating the retention curves for our models, we separate reenlistment from attrition and further distinguish first-term attrition from that during succeeding terms. The data available to us do not allow us to model returns to the service by prior servicemen.

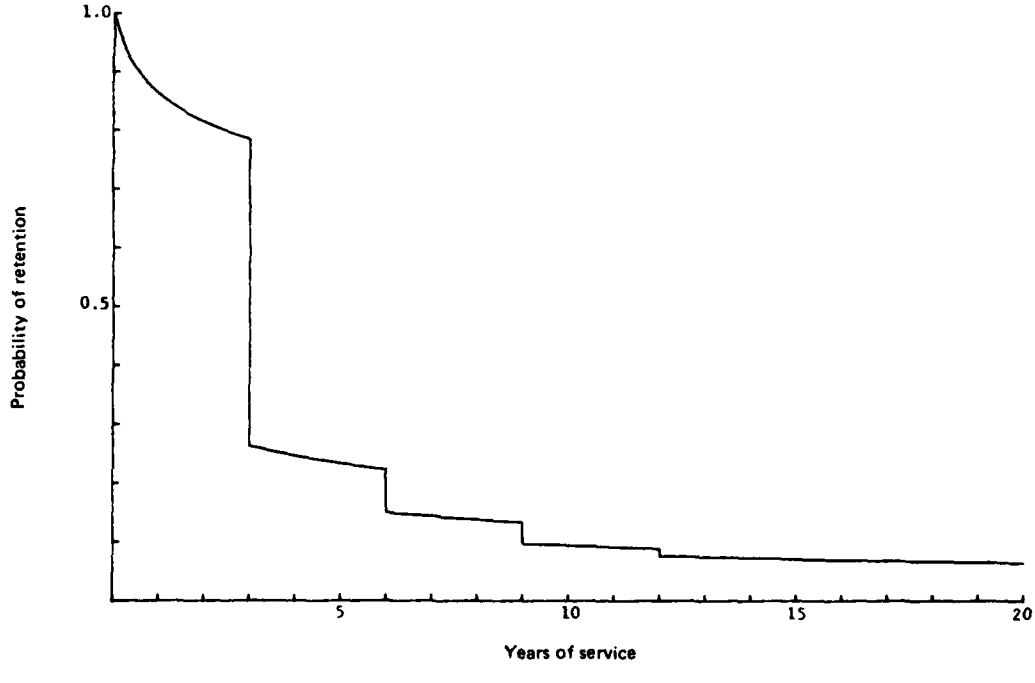

Fig. H.1—Hypothetical retention curve

We investigated first-term attrition using DMDC "cohort" (longitudinal) tabulations for male Army enlistees. For each fiscal year from 1974 through 1979, the data give the percentages of that year's cohort of enlistees who remained through at least 6 months, 12 months,

and 24 months of service. These provide empirical estimates of $R(t)$ at $t = 0.5$, 1.0, and 2.0 years. The data are disaggregated by education (high school graduate or not), mental category, term of enlistment, and occupational specialty (combat arms or other), allowing us to investigate the effects of each of these characteristics separately and jointly.

In constructing our models of reenlistment behavior and of attrition in the second and succeeding terms, we used DMDC "inventory" (cross-sectional) tabulations for male Army enlistees. For each fiscal year from 1975 through 1979, the data show the number of enlistees in the Army at the beginning of the fiscal year and the percentage of them who remained at the end of the fiscal year. For each educational and mental category, the data are disaggregated by length of service and length of time remaining in the current term of service (both measured at the start of the fiscal year). Losses among those with more than a year to serve were considered to be attrition losses, while losses among those with less than a year remaining resulted from both attrition and failure to reenlist. Our use of cross-sectional data implicity assumes that current attrition and reenlistment decisions depend only on current conditions and are independent of past service experiences.

In choosing a parametric model for the retention function $R(t)$, we began by considering choices that would suffice if there were no discontinuities at the reenlistment points. Here, the fact that the observed yearly attrition rates declined with years of service led us to restrict our choices to functions $R(t)$ having monotonically decreasing "force of separation" (or "hazard function") defined by

$$m(t) = -R'(t)/R(t).$$

A choice of $R(t)$ that satisfies this criterion and fits the actual attrition rates very well is given by the Pearson Type XI or Pareto Type II curve

$$R(t) = (1 + \beta t)^{-\alpha} \tag{1}$$

where α and β are positive parameters to be estimated from the attrition data. See Bartholomew (1979, pp. 48-50). The corresponding hazard function is

$$m(t) = \alpha\beta/(1 + \beta t),$$

which is a decreasing function of t.

To adapt these retention curves to the case where first-term attrition differs from career attrition and there are discontinuities at the reenlistment points, we modeled the retention curves for three-year enlistees using the following piecewise continuous representation:

$$R(t) = \begin{cases} (1+\beta_1 t)^{-\alpha_1} & \text{for } 0 \leq t \leq 3 \\ c_1(1+\beta_2 t)^{-\alpha_2} & 3 < t \leq 6 \\ c_2(1+\beta_2 t)^{-\alpha_2} & 6 < t \leq 9 \\ c_3(1+\beta_2 t)^{-\alpha_2} & 9 < t \leq 12 \\ c_4(1+\beta_2 t)^{-\alpha_2} & 12 < t \leq 20 \end{cases}$$

The parameters c_1, c_2, c_3, and c_4 adjust for the discontinuities at the reenlistment points. We allowed the parameters α and β to vary between the first term and succeeding terms to provide for different attrition behavior in the two time periods.

The parameters specifying $R(t)$ were estimated separately for high-quality and lower-quality males. For the parameter estimation, as opposed to the model development and validation work, we used only two data sources. One was the cohort data for the fiscal year 1977 male NPS Army enlistees, reproduced in Table H.1. The other was the inventory data for fiscal year 1979, reproduced in Tables H.2 and H.3.

The first step in parameter estimation was to estimate α_1 and β_1 from the first-term attrition data given in Table H.1. Equation (1) above was fitted to the empirical retention function using nonlinear least squares. The values of α and β so obtained provided our estimates of α_1 and β_1.

Estimation of α_2 and β_2 was more troublesome. The data in Tables H.2 and H.3 do not provide an empirical retention function as such. Having data only on yearly continuation

Table H.1

FIRST-TERM ATTRITION OF MALE THREE-YEAR ARMY ENLISTEES BY QUALITY, FISCAL YEAR 1977

	High-quality		Lower-quality	
Months of Service	Number Remaining	Percent	Number Remaining	Percent
0	24,792	100.0	87,936	100.0
6	22,355	90.1	71,467	81.3
12	21,512	86.8	65,773	74.8
24	20,112	81.2	57,369	65.2

Table H.2

Continuation Rates of Male Army Enlisted Personnel by Quality and Years of Service, Fiscal Year 1979

Years of Service	High-quality N	High-quality Number Continuing	High-quality Percent	Lower-quality N	Lower-quality Number Continuing	Lower-quality Percent
0- 1	31,216	27,502	88.1	66,325	56,265	84.8
1- 2	36,951	33,877	91.7	75,716	65,740	86.8
2- 3	45,767	23,630	51.6	63,256	29,975	47.4
3- 4	26,178	15,452	59.0	21,182	14,860	70.2
4- 5	16,067	14,354	89.3	15,720	14,134	89.9
5- 6	16,063	13,404	83.4	13,289	11,124	83.7
6- 7	16,342	12,873	78.8	12,693	10,384	81.8
7- 8	10,986	8,921	81.2	8,925	7,321	82.0
8- 9	6,383	5,656	88.6	4,375	3,962	90.6
9-10	6,039	5,515	91.3	5,176	4,790	92.5
10-11	6,781	6,283	92.7	5,641	5,314	94.2
11-12	4,777	4,456	93.3	4,349	4,085	93.9
12-13	3,780	3,562	94.2	3,970	3,758	94.7
13-14	2,704	2,598	96.1	2,569	2,482	96.6
14-15	2,644	2,565	97.0	2,632	2,576	97.9
15-16	2,534	2,485	98.1	2,659	2,606	98.0
16-17	2,870	2,827	98.5	3,181	3,140	98.7
17-18	3,056	3,011	98.5	2,989	2,950	98.7
18-19	3,022	2,976	98.5	2,995	2,947	98.4

Table H.3

Continuation Rates of Male Army Enlisted Personnel with More Than 12 Months Remaining in Term as of Start of Fiscal Year, by Quality and Years of Service, Fiscal Year 1979

Years of Service	High-quality N	High-quality Number Continuing	High-quality Percent	Lower-quality N	Lower-quality Number Continuing	Lower-quality Percent
0- 1	31,196	27,495	88.1	66,205	56,219	84.9
1- 2	36,712	33,768	92.0	74,525	65,320	87.6
2- 3	18,869	17,659	93.6	18,911	17,495	92.5
3- 4	12,305	11,592	94.2	12,665	11,865	93.7
4- 5	14,371	13,602	94.6	13,933	13,208	94.8
5- 6	12,375	11,808	95.4	9,976	9,521	95.4
6- 7	11,128	10,649	95.7	8,976	8,590	95.7
7- 8	7,436	7,126	95.8	5,966	5,751	96.4
8- 9	5,021	4,830	96.2	3,462	3,355	96.9
9-10	4,935	4,778	96.8	4,302	4,175	97.0
10-11	5,622	5,450	96.9	4,722	4,615	97.7
11-12	3,846	3,737	97.2	3,460	3,376	97.6
12-13	3,144	3,061	97.4	3,280	3,212	97.9
13-14	2,290	2,237	97.7	2,172	2,134	98.3
14-15	2,285	2,244	98.2	2,314	2,286	98.8
15-16	2,320	2,282	98.4	2,395	2,366	98.8
16-17	2,561	2,532	98.9	2,867	2,844	99.2
17-18	2,684	2,657	99.0	2,625	2,599	99.0
18-19	2,599	2,565	98.7	2,560	2,532	98.9

rates, we first constructed an approximation to the empirical retention function. The procedure can be illustrated using the data for high-quality enlistees in Table H.2. Of the 3022 enlistees with between 18 and 19 years of service at the start of the fiscal year, 2976, or 98.5 percent, were still in the service at the end of the fiscal year. We proceeded as if all of these began the year with exactly 18.5 years of service, which yields a loss rate, from all causes, of 1.5 percent between the 18.5 and 19.5 year points. (Had we used the data in Table H.3, we would have found a loss rate, from attrition alone, of 1.3 percent during the same period.) Thus, we had $R(19.5) = .985\ R(18.5)$. Similarly, we treated the 3056 enlistees with between 17 and 18 years of service at the start of the fiscal year as though they had 17.5 years of service. Then, since 3011, or 98.5 percent, of these recruits remained at the end of the fiscal year, we had $R(18.5) = .985\ R(17.5)$. Combining this with our first result gave $R(19.5) = .970\ R(17.5)$. Proceeding backward in a similar fashion, we used the data of Table H.2 to relate $R(19.5)$, $R(18.5)$, ..., $R(3.5)$ to $R(2.5)$. We then turned to Table H.1, which provides more precise data on $R(0.5)$, $R(1.0)$, and $R(2.0)$, since attrition is the only significant source of losses over that time frame. To relate $R(2.5)$ to $R(2.0)$, we used the data from Table H.3 to estimate the loss rate, due to attrition alone, of 6.4 percent over the period from 2.5 years to 3.5 years. Extrapolating this rate backward gave a 3.2-percent rate from 2.0 years to 2.5 years, so $R(2.5) = .968\ R(2.0)$. Thus, we had an approximate empirical retention function, including both attrition and reenlistment losses, defined at $t = 0.0, 0.5, 1.0, 2.0, 2.5, 3.5, \ldots,$ 19.5 years.

By using Table H.3 instead of Table H.2, we constructed similar retention functions that describe only the losses due to attrition. In the same manner as before, we fit Eq. (1) to this empirical attrition retention function, omitting the points on the retention function during the first three years. We used these estimates of α and β as our estimates of α_2 and β_2.

To estimate c_1, c_2, c_3, and c_4, we imposed the additional requirement that the theoretical retention function from Eq. (2) coincide with the approximate empirical retention function, including both attrition and reenlistment losses, at four points in time. We chose for these points $t = 5.5, 8.5, 11.5$, and 14.5, each of which follows a different reenlistment point. We did this separately for high-quality and lower-quality enlistees, matching the respective empirical retention functions. Table H.4 presents the estimates of the parameters.

To model a force with a two-year initial enlistment, we assumed that attrition and reenlistment behavior would resemble that for three-year enlistees, except that the reenlistment points all occur one year earlier. Thus, Eq. (2) above is used, with the same parameter values, but with the pieces defined on the intervals from 0 to 2 years, 2 to 5 years, and so forth.

Given estimates of the retention functions under various assumptions, one can summarize the salient features of the distributions using moments, quantiles, and other characteristics. Continuation rates and yearly attrition rates can be calculated from the retention function. For a cohort of n initial enlistees, the force size curve—the expected number of these enlistees remaining after t years—is given by $nR(t)$. Also, for a steady-state force of n enlistees, the force profile curve—the expected number at any time who have served t or more years—is also given by $nR(t)$.

Let T be the length of service of an enlistee chosen at random from new entrants into a force for which the retention curve is $R(t)$. The expected length of service on active duty is the expected value of T, defined by

$$E(T) = \int_0^{20} t\, dF(t)$$

Table H.4

RETENTION FUNCTION PARAMETER ESTIMATES:
MALE NPS ARMY ENLISTEES

	Parameter Estimate	
Parameter	High-quality	Lower-quality
α_1	0.101	0.212
β_1	3.323	3.159
α_2	0.414	0.286
β_2	0.330	1.699
c_1	0.349	0.387
c_2	0.235	0.272
c_3	0.172	0.205
c_4	0.148	0.180

where $F(t) = P(T \leq t)$. This expected value can be computed as the area under the retention function $R(t)$:

$$E(T) = \int_0^{20} R(t)dt.$$

Similarly, since all enlistees are obligated to a minimum of six years combined active and reserve duty, the expected IRR commitment T^* can be calculated as the area above the retention function up to six years:

$$E(T^*) = \int_0^{6} [1 - R(t)]dt.$$

The proportion $p(t)$ of the steady-state force with less than t years of service is the proportion of the area under the retention function that is to the left of t:

$$p(t) = [\int_0^{t} R(s)ds]/E(T).$$

For a derivation of this formula, see Haggstrom (1975, p. 99).

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